

LOCAL GOVERNMENT SERVICE

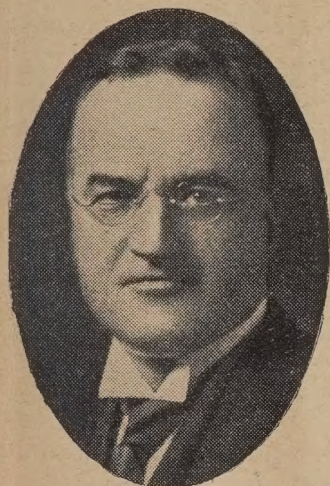
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Sir IOAN G. GIBBON

The Local Government Service

By Sir IOAN G. GIBBON

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illustration. Town and country planning is a child of the present century, much of it of only a few years ago. The cost of preparing a planning scheme bulks little in the expenditure, but it may demand more ability, knowledge, labour, and tact, than a thousand times the expenditure on some other services—and incidentally may also count more for the ultimate well-being of the local community.

The great growth of service has, of course, required many more officers. That is quantitative; much more important is it that officers have been required of much higher qualifications, not only because of the new functions, but still more because of the risen and rising standards on the old, and often of the much more complicated conditions in which services have to be rendered. To put it succinctly, if crudely, the old officer had to be a craftsman, the new has to be an artist.

Organisation of Officers

One of the most noteworthy features of recent decades has been the great part played by the organisations of officers in securing, and in winning recognition for, the higher qualifications. They have not on the whole received much help in the initial stages from local authorities, some of whom, indeed, are still a little inclined to be parochial in their outlook on staff, even though it is greatly to their credit that for the higher appointments they generally do not hesitate, where there is reason, to go outside their own service, though even here there may be some danger of weakening.

Organisations of officers have set standards, and have provided means for reaching them, and, by discreet pressure and persuasion, exercised with that tact which is becoming of the public servant, several have won general recognition, while others of younger origin are still struggling. The best propagandist of all is necessity proved by experience, and the gains from appointing men of recognised standards. While qualification by examination is by no means all, it is, at

any rate, a presumption of competence and some guard against patronage.

Examination Shortcomings

Occasional grumbles are heard that examinations are too stiff. It is hoped that none of the organisations will lean to leniency and belittle their standards. It is only by maintaining a high level that influence can be maintained and assurance of qualification secured. Assurance, however, in this connection, is too strong a word. Closer investigation shows more and more the shortcomings of the ordinary examination test. On the whole, it is probably still the best that is available, provided (and this is important) that it is competently applied, but one of the needs of the present time, not just for local government officers, but generally, is to win our way to a more certain test, which can be done only by a great deal of research. Even when we have reached that objective, the test is likely to remain primarily of knowledge and intelligence, and the effective officer requires much more, so that even the best of tests will provide only a presumption, to be assayed by actual work. That fact, however, in no way invalidates the high importance of recognised qualifications.

There is need for thorough examination of the qualifications required of local government officers. Specialisms multiply, and there is real danger that too much stress may be paid to proficiency in the details of specialism at the expense of that sound grounding in principles essential for right understanding, and for that liveliness of mind required for dealing with new problems. There is also some tendency to demand an amplitude of initial qualification out of proportion to prospects, which again tempts to verbal facility, extensive but superficial. It is a subject which might advantageously be considered by that Central Advisory Committee recommended in the report of the Departmental Committee on the Recruitment, Promotion, and Qualifications of Officers.

Growth of Service

But although expenditure is the best single index, it does not by any means tell the whole story. To give just one

MR. HILL has asked me, as a retired official, for an article on developments in local government during the past three or four decades, in particular as they affect officers. To do justice to the subject would require almost another volume like that largely inspired by Mr. Hill himself, on the centenary of local government, which is such a splendid tribute to the public spirit of N.A.L.G.O. But mine will be but a brief article, and I cannot do more than touch on a few of the salient matters.

What stands out above all is the tremendous development of local government during these decades. The best concise index is provided by expenditure. The gross expenditure, excluding capital, on local services was—in the year 1902-3, £93 millions; in 1932-3, the latest published figures, £430 millions. So great a change (after allowing for the altered value of money) almost amounts to a revolution, all achieved in the short space of thirty years. It is no small tribute to the machinery of local government that it has absorbed with relatively so little difficulty this enormous increase of the work. If the year 1892-3 is taken, the increase is much larger still, the gross expenditure then being £56 millions.

Ability, however, is by no means all. Morale is certainly not less important. The services which have been rendered by the organisations in this sphere rank very high, and N.A.L.G.O., with others, can be proud of its endeavours.

Corruption

An article has recently appeared in one of the monthly periodicals making sweeping charges of corruption in local government, a fantastic picture from a writer, who, with many admirable qualities, seems to enjoy shouting in print. Some corruption there undoubtedly is, more than comes to light, and occasional corruption there is always likely to be in so extensive a service unless human nature is transformed. But I know that every local government organisation is anxious to take every possible measure to prevent it.

Morale is not just a negative virtue, preventing the bad. The organisations of officers have stimulated not only adequate qualifications, but also high standards of conduct, and this is one of the best services which they can render, and it is doubtful whether that high morale which is essential for the efficiency of the public service can be otherwise sufficiently maintained.

Local Government Army

These remarks apply to the rank-and-file of the army of local government officers as well as to the commissioned officers. For them, as for others, standards have been raised and conditions have also been improved. It is more true of the local government service than of most others that every private carries a marshal's baton in his knapsack. Not all have the ability and the willingness of sacrifice and of labour which is required to rise to the highest ranks, and for some also, opportunity is unkind, and they are not favoured by those strokes of fortune which in practice count for a great deal.

But an army of captains would be a sorry affair. Leaders depend on the rank-and-file, and it is the greatest mistake to think that questions of morale, and, within their sphere, of efficiency, are not equally important for them.

It is to be expected that the standard required of the rank-and-file will be steadily increased in the coming years as in the past. It is not so very long ago, counting the years of the country's history, that the ability to read and write was such an accomplishment that an exceptionally learned English king was nicknamed Beaucler. We are considering decades, not millenniums, but this fact illustrates vividly the general trend, which can be met only by corresponding education and training.

Changes in the Masters

I have dealt hitherto only with changes affecting servants; there have

also been big changes in the masters. A few may be mentioned. A larger proportion of the population is living in bigger urban areas, with correspondingly greater demands for local government service. The percentage of the total population living in towns with a population of over 50,000 was—in 1891, 40.9; in 1901, 44.6; and in 1931, 50.7. The change is greater than the figures indicate, because of urban aggregations which are contiguous but under separate governments. Secondly may be mentioned the much larger part played by county councils. Their gross expenditure has increased from £7 millions in 1892-3, to £127.5 millions in 1932-3, while that of other authorities has increased from £49.2 millions to £302.8 millions; transfer of duties accounts for a large part of the increase in county expenditure, in particular, of education, public assistance, and roads. Thirdly may be put the changed complexion of local councils, which in some districts has introduced special problems; and fourthly the many more committees and sub-committees and the many more meetings consequent on the enormous increase in work, with necessarily more delegation. All these and other developments make a larger demand on officers.

There are problems of democratic government under modern conditions with the expansion and pressure of duties and the complexity of issues, which urgently require to be more thoroughly investigated, some of them problems of policy, but many of them of management and execution, problems of high importance to members of councils as well as to officers for the former, so that they may better fulfil their primary duties of deciding policy and of seeing that results are obtained, duties which press with increasing responsibility, for the latter, so that they may have opportunity and means for giving of their best.

Pride and Gratitude

A great deal else might be said, but not on this occasion. The survey of the progress of local government during the last few decades gives abundant reason for pride and for gratitude. But it also contains a warning. The men of the previous two generations were confronted with great problems, greater in the event even than they foresaw. All the indications are that the men of the present generation may be confronted with issues of even greater importance and difficulty. Whatever pride local government officers may legitimately feel in what has been achieved, that should be, not a reason for any slackening but rather an inspiration to equal and even greater progress during the years which are ahead, progress which, though it must initially depend primarily upon individual efforts, can be achieved in the needed measure only by organised endeavour through strong associations.

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Superannuation—Inclusion of Fees

A BOROUGH surveyor who was over the age of fifty-five at the date when his post was designated under the Local Government and Other Officers Superannuation Act, 1922, and who had been brought within a county council's superannuation scheme by means of an admission agreement, claimed that he was entitled to bring into account, for the purpose of calculating his superannuation allowance, premiums received from articulated pupils and certain fees paid to him for extra services rendered as architect in connection with the council's housing scheme. This was disputed by the county council. An agreed letter was submitted by N.A.L.G.O., jointly with the county council and the borough council, to the Minister of Health for an expression of opinion. The Minister replied that in his opinion the borough surveyor was superannuable in respect of the fees received as architect, but not in respect of the premiums from articulated pupils.

Eligibility for Election to a Local Authority

N.A.L.G.O. is frequently asked whether an officer, who has retired on superannuation is disqualified for being elected or being a member of the local authority

The county council eventually gave way. The principle involved was one of considerable moment as, if contentions of this kind were allowed to pass unchallenged, compensation claims might be in danger of being prejudiced before they reached the proper tribunal.

Deductions from Salary

AN urban district council decided to deduct a day's pay from certain officials who acted as presiding officers at the last General Election. The manner in which this was carried out was regarded by N.A.L.G.O. as unconstitutional. The question arose as an amendment to a motion for the adoption of the minutes of the council's finance committee. By a resolution of the council, which was still in existence, all matters affecting the staff stood referred to a staff sub-committee. Furthermore, it had been a long-established practice for the council's chief officers to grant permission for members of the staff to absent themselves from duty, and on this occasion that procedure had been followed. The matter was taken up with the council, who on reconsideration decided by an overwhelming majority to restore the day's pay to the officers concerned.

tion to take up his case, and representations were made on his behalf to the Minister. After reviewing the circumstances, the Minister declined to accede to the council's request.

Fees Under the Representation of the People's Acts

SINCE the decision in the case of *Mayor of Stoke Newington v. Richards* (1930, 1 K.B. 222) it has been universally agreed that the fees paid to an officer of a rating authority designated at the request of the registration officer by the rating authority under article 3 (2) of the Overseers Order, 1927, to perform the duties connected with the preparation of the register of electors are received by him as an officer of the rating authority, and consequently form part of his salary for the purposes of the Local Government and Other Officers Superannuation Act, 1922. The same principle has been followed in compensation claims under county review orders. Designation under the Overseers Order, however, is essential before a claim in respect of such fees will be allowed by the Minister of Health on appeal. In a recent appeal the Minister excluded certain fees paid to an officer in respect of such duties as he was not a designated officer

Legal Laconisms

Superannuation, compensation, eligibility for election to a local authority, the proper position of voting compartments in polling booths, termination of appointments, administrative versus judicial functions of a county council, and deductions from salary are among the varied and interesting questions which have recently been submitted to the Legal Department. Here is a selection of answers given to inquirers and advice given to members. Although this is only one side of the Association's activities, its facets are as varied as they are useful.

out of whose superannuation fund the allowance is paid. Section 59 (1) (a) of the Local Government Act, 1933, disqualifies any person who holds any paid office or other place of profit (other than that of mayor, chairman, or sheriff) in the gift or disposal of a local authority or of any committee thereof. Receipt of a superannuation allowance does not make the pensioner the holder of a paid office or other place of profit under a local authority, and therefore does not disqualify him.

Compensation—Function of County Council

UNDER the provisions of a county review order a number of rate collectors, who were not transferred officers, but who had lost office in consequence of the operation of the order, applied to the county council to determine the authority to whom their compensation claims were to be addressed. The county council asked for evidence that their loss of office was a consequence of the operation of the review order. On the advice of N.A.L.G.O. this information was refused. It was pointed out by the Association that the function of the county council was administrative and not judicial. The question as to whether the loss of office was or was not a consequence of the review order was one for the compensating authority to be selected by the county council, and their action in attempting to go into the merits of the cases amounted to an usurpation of the functions of the compensating authority.

Voting Compartments

N.A.L.G.O. has been asked what is the proper position of voting compartments in polling-booths. Practice varies widely. In some booths they are to be found with the open side facing the presiding officer; in others he is only vouchsafed a view of the side of the compartment or even the back. The Acts and rules relating to the conduct of both parliamentary and municipal elections are silent on the point. The only principle that emerges is that the secrecy of the ballot must be maintained. It follows, therefore, that the position of the compartments must depend on the peculiar architectural features of each booth, due regard being had to the cardinal principle of secret ballot. They should not, for example, be so placed that voters can be overlooked from a near-by window.

Termination of Appointment of Sanitary Inspector

A MEMBER of N.A.L.G.O. held the dual appointment of assistant surveyor and sanitary inspector under an urban district council. On the retirement of the surveyor, the council decided to amalgamate the offices of surveyor and sanitary inspector for reasons of economy, but refused to appoint the assistant surveyor to the vacancy on the plea of youth. They terminated his appointment as assistant surveyor and sought the approval of the Minister of Health for the termination of his appointment as sanitary inspector. The member asked the Associa-

tion under the Order, but had been personally appointed by the county registration officer.

Employment of Rate Collectors

AN urban district council decided to dispense with the services of their existing rate collectors, and to depute to the chief financial officer the duty of appointing persons for collection of rates. These persons were, in effect, not to be officers of the council, but personal employees of the chief financial officer, and accountable to him alone. One of the rate collectors asked N.A.L.G.O. for advice as to the legality of this procedure. He was advised that the procedure seemed to conflict with the provisions of the Rate Accounts (Borough and Urban Districts) Order, 1926, and that, if he desired, the matter would be taken up with the Minister of Health. When the doubtful legality of the procedure was brought to the notice of the council, they decided to abandon this scheme, and withdrew the notices given to the rate collectors to terminate their appointments.

An Appreciation

A N.A.L.G.O. member, on whose behalf the Association had successfully fought a compensation claim, writes: "I wish to thank you all for the kind help you have given me. I think that all local government officers should see the advantages they would obtain by becoming members of the N.A.L.G.O. I may say that I am proud to remain a member, if only a retired member."

At Random

By "Hyperion"

CHEERFULNESS IS LIKE MONEY WELL EXPENDED IN CHARITY; THE MORE WE DISPENSE OF IT, THE GREATER OUR POSSESSIONS.

—VICTOR HUGO.

Business English, Otherwise called "Officese"

SOME time ago in this column I indulged in a diatribe against the use of phrases like "if and when," "any shape or form," and similar verbal atrocities. In his entertaining book, *What a Word*, Mr. A. P. Herbert, M.P., has made a high-spirited attack on all these and similar monstrosities of language which human beings use. I should like to see his book, together with H. W. Fowler's *Modern English Usage*, in the general office of every local authority in the country.

A. P. H. quotes extracts from the following admirable homily on "business correspondence," which was distributed to the staff at Bournville by Mr. P. S. Cadbury in 1931.

"Nothing is gained, and a great deal is lost, by translating everyday speech into the jargon known as 'Business English.'"

"The excuse made for 'Business English' is that it saves time or makes for clarity. But, in practice, nine times out of ten it is both more cumbersome and more obscure than ordinary language. Compare, for instance, 'We are favoured with yours of the 15th ultimo,' and 'We thank you for your letter of March 15th.'"

"The use of periphrases such as 'We are in receipt of,' instead of 'We have received,' or 'To be of service' instead of 'To serve' is a waste of time, apart from its lack of style."

"It should be observed that the word 'Beg' can almost invariably be removed from a sentence with beneficial results to the sense. . . ."

"... It is worth while to reiterate that certain business substitutes for common words should be rigorously barred. Typical examples are:

"Your good selves" for 'You.'
"Re" for 'about.'
"Some" for 'This,' or 'it,' 'inst,' and 'ult' for the name of the month."

To this A. P. H. adds his own glossary of a number of commercial terms and phrases:

TO SAY	WRITE
We thank you	We beg to acknowledge
Write	Communicate
Make inquiries	Institute the necessary inquiries
Understand, realize	Appreciate
Tell, inform	Advise
Your second letter	Your further favour
A man	Our representative
We received	We are in receipt of
We believe, we think	We are of opinion
We agree	We are in agreement
We shall try	It will be our endeavour

We wish

It
Some, much

Give details
Of to-day
You — swine!

We are at present
desirous
The same

A substantial percentage (or proportion)

Furnish particulars
Of even date
Your good selves

The New Postmistress

"An' old Miss Ruby's resigned, an' a new postmistress come in her plaace—a tongue-tight pore critter, an' talks London. If you'll b'lieve me, Miss Ruby's been to Plymouth 'pon her zavings, an' come back wi' fifteen pound' worth of valse teeth in her ja'uer which, as I zaid, 'You must excoose my plain speakin', but they've a-broadened your mouth, Miss Ruby, an' I laik'd 'ee better as you was bevore."

"'Never mind,' her says, 'I can chow.'"—From *"The Delectable Duchy,"* by Sir A. T. Quiller-Couch.

Another Beecham Story

Here is another story about Sir Thomas Beecham. He was conducting a rehearsal of his orchestra one day when a messenger delivered a note to him. He tapped with his baton, and said:

"Gentlemen, I must ask you to excuse me for a few moments," as the Official Receiver has expressed a desire to see me—and for what he is about to receive may the Lord make him truly thankful!"

"Committee" Defined

I am indebted to a correspondent from Sheffield for this somewhat cynical definition of a committee:

"A committee is a gathering of important people, who, singly, can do nothing, but together decide that nothing can be done."

Alas! There is more than a fragment of truth beneath the cynicism.

B.B.C. Discussion Groups

I am glad to see that "The Social Services" form one of the subjects for the B.B.C. discussion groups during the early part of this year. By the time that the next L.G.S. is published three of the talks in the series will have been given, but look out for the following talks:

The Health Service, February 6 and 13; The Education Service, February 20; The Treatment of Unemployment, February 27 and March 5; The Pension Service, March 12; Public Assistance, March 19; The Limitations of the Social Service, March 26; Retrospect and Prospect, April 2.

All of them at 7.30 pip emma!

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Institute of Municipal Treasurers and Accountants.

Incorporated Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

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Existing by Grace

Professor J. H. Jones's Lecture
at Harrogate

PROFESSOR J. H. Jones, Professor of Economics and Head of the Department of Commerce of Leeds University, delivered the following lecture at the Winter Gardens, Harrogate, on Wednesday, December 4, 1935, in connection with the local government centenary celebrations.

Professor Jones said that if they spoke of "local government" in, say, Canada or Australia, the people there might immediately ask: "What do you mean by local government?" since both those Dominions were made up of a number of States, which, in the case of Canada, had existed far longer than the Dominion itself. If the Dominion disappeared tomorrow the States would remain and continue to function, not perhaps precisely as before, but at any rate according to what they regarded as the needs of the time. They were political and not merely administrative entities. They were entities which were very jealous of their rights and resentful of any interference on their prerogatives by the Dominion Government. The powers of the Dominion were determined by the Constitution by which the Dominion was formed, and if they exceeded those powers, then they would be pulled up in a court of law.

If one spoke at Ottawa or in Canberra about local government, one would be asked whether one meant the government of the provinces or the government of the towns and counties to be found within those provinces.

Great Britain, on the other hand, was what was termed a "unitary state," and although its population was twice as great as those of Canada and Australia combined, the area it covered was small. It was controlled by one government which had absolute power.

"Local authorities that exist within Great Britain do not possess rights against the Central Government," said Professor Jones. "They exist only, indeed, by the grace of the Central Government. Harrogate and Leeds—and I mention them alphabetically and not in order of merit"—(laughter)—"might disappear to-morrow, and would do so if the Government of Great Britain so willed."

They did not exist as administrative entities until the law decided they should, and primarily and essentially they were administrative and not political entities in the sense that Quebec and Ontario continued to be in spite of the Confederation represented in the Dominion. "I think that distinction should be always present in our minds, particularly when discussing not merely the affairs of our own town or district, but those of the world as a whole, and the way in which we expect other countries to deal with their own problems, and the lessons we sometimes seek in the experience of other countries."

Industrialism

Referring to the centenary this year being celebrated, Professor Jones said that

"Local authorities that exist within Great Britain do not possess rights against the Central Government. They exist only, indeed, by the grace of the Central Government. They did not exist as administrative entities until the law decided they should, and primarily and essentially they were administrative and not political entities."

about 1835 England was becoming rapidly industrialised in the modern sense. The inventions of the eighteenth and the beginning of the nineteenth century had transformed a number of industries, particularly those found in Yorkshire and Lancashire. Factories came quickly into existence, towns sprang up in both counties, and in other parts of the country which had little or no government. The condition of the people, therefore, was deplorable. The government of the various parts of the country was chaotic. There were a large number of corporations, close bodies of people elected by the Freemen of the

would also have been asked for. (Laughter.)

The justices were in the control of the so-called police, and what little government existed apart from that was in the hands of what was known as "the Vestry," which was clerical in origin and the subject of hate on the part of Dissenters.

Democratic Control

The poverty, distress, and the deplorable conditions of the people and their surroundings led to a great deal of what would to-day be called "Bolshevism," not among the rank and file, but the thinkers. A wave of democracy spread over the country, which was largely the result of the work of Jeremy Bentham, "who might in many ways be called the father of a great deal of which I am going to try to tell you this evening." One of Bentham's dreams was that there should be a Central Authority, democratically elected, which would perform its functions through local authorities acting as administrative agencies and popularly elected.

Largely as the result of Bentham's highly revolutionary philosophy, so revolutionary that one had to go back almost to the Greek Civic State, in 1832 an Act was passed which gave the franchise to the people of the country, thus introducing democratic control to the Parliamentary system. Two years later an Act known as the Poor Law (Amendment) Act was passed, and a year afterwards an Act which made possible the creation of Corporations as we knew them to-day. To appreciate the development that had taken place during the century that had elapsed one had to remember that these three Acts not only came close together, from the point of view of time, but were also very intimately connected. When the Municipal Corporations Act was passed in 1835 those Corporations that previously existed were either destroyed or radically changed. Instead of being elected by a small number of Freemen, they were elected by burgesses, the principle of taxation plus representation was applied, and the corporations became the popularly elected authority for the district over which they exercised control. These corporations were responsible not to themselves, but to the community as a whole, and that responsibility was enforced by the introduction of a system of accounts: the corporations became financially responsible to the people who elected them, and not as they were before, without such responsibility except that which they assumed to themselves.

Growth of Functions

The functions they performed were not very important at first, but what was important was that they were corporations to control the great variety of activities in which the community might then or later become engaged.



Photo by courtesy of Sir Isaac Pitman & Son, Ltd.

Professor J. H. JONES

borough, or it might be by themselves. They accepted no sort of obligation except to their own members, and the little money they made now and then in different ways they regarded as practically their own to spend in granting privileges and perquisites to various people. A large proportion of them were utterly corrupt.

Apart from these, there were justices of the peace who were, he supposed, a very ordinary body of people, usually fairly wealthy. The number required for purposes of administration was growing so rapidly that much poorer people, such as clergymen—(laughter)—had to be brought in, and he had no doubt that if education had at that time reached a sufficiently advanced stage, the services of teachers

"In so far as you can make any sort of generalisation from the patchwork quilt of the nineteenth century, it would, I think, be this," said Professor Jones: "that in 1834 through the Poor Law Act there started a policy of devolution in which very strict central control was maintained.

"In 1835 an Act was passed that set up local authorities, corporations which were to perform a great variety of functions but were to be virtually independent of the Government. Then you find that these two lines of development have created some of the big problems by which local authorities are confronted at the present time. When these various activities were created by *ad hoc* bodies and transferred ultimately to local authorities there was introduced into the control of the local authorities a very severe system of check. The local authorities, on the other hand, had been nurtured in the principle of autonomy, with the result that you get that conflict not of interest but of emphasis on the one side. You get the bureaucratic influence coming in from outside which employs its own criteria of what may be right or wrong, what may be efficient or inefficient. On the other hand, you have the local authorities of the type created in 1835 employing their own entirely different criteria and objecting to encroachment upon their authority by the Central Government.

Encroachment of Central Government

"One of the features of local government, as it seems to me, at any rate, is a sort of instinctive resentment of the electors and the people in the community against the encroachment of the Central Government on the powers of that those elected are to exercise. It is largely for that reason, I think, that there has been so much instinctive resentment against what may be termed bureaucracy. I venture to submit to you that one of the big problems of local government in the future is that of determining the desirable relationship that should exist between the Central Government and the local authority. We should not be too much influenced by the cry of efficiency. Democracy in action is itself something worth while, and it is something worthy of maintaining even though at a cost. Sometimes it is better that we should take the steps so long as we are enabled to take them ourselves. Mechanical performance is not always what is best in the interests of the community. The acts and the results of government count and should continue to count in the lives of the people, and I think we ought to guard very jealously the powers that still remain in the hands of the local authorities.

Municipal Trading

"I have made no reference yet to what one may call the trading operations of the municipality. I have referred merely to the functions that are not reproductive in money, the activities that involve heavy rates. But municipalities, having almost endless powers to extend their activities, have undertaken trading operations which in recent years have become very important. So far, in the great majority of towns and boroughs, those operations have been confined to such industries as the

supply of electricity, gas, and so on; industries that are essentially monopolistic in character. They correspond locally to such activities as the Post Office in the national sense. But many municipalities are not content with that. Some have already begun to operate their own production on a large scale. Some have gone so far as to supply products that they require for themselves. At least one well-known municipality has done its own printing. There has been talk in some places of municipalities building their own coal-sheds and acting as coal distributors. Some go as far as to say that the municipality should act as the butcher, the grocer, and so on. I am not concerned this evening with the controversial issues, but I would submit that one of the problems which the municipalities of the future will have to face is that one of determining precisely where what I may call the trading activities of a municipality should end, and to what extent the municipality, like other organisations, should rely upon the services that can be supplied by private enterprise.

Local Instrument—National Service

"You will find that what has happened during the century that has passed has been that some municipalities have exercised leadership, and that that lead has been accepted and acted upon by the Government. The Government, having made up its mind, then universalises those services. It lays down certain minimum requirements—services that do not bring any immediate and strictly local benefit, services that do not bring any benefit to the locality that is not shared by other localities. Local authorities are simply local instruments in performing a national service, and that type of activity is the one that is most important in municipal administration at the present time, and it is becoming more important as time goes on. It is precisely in the provision of such services which local authorities are required to do that the Central Government has come to the aid of the local authority and given assistance in the form of money. Therefore, you are able to read the history of local government in terms of money as well as in terms of activities, and you will find there has been from time to time a very interesting controversy as to the methods by which the Government should determine the amount of assistance that it should render local authorities in the performance of the services they are required to provide or to perform. At one time the Central Government helped local authorities by means of assigned revenues. That was the method agreed upon by Liberals and Conservatives, but it broke down, and so local authorities began to raise money from the Government for the general funds and in proportion to their supposed needs. That was said to lead to extravagance, and quite recently economy was enforced by circumstances over which none of us had any control, and the Government changed its method and effected a compromise which included which is known as the 'block grant.' Here is a matter which is by no means settled, and even at the present time there are proposals being mooted, one, indeed, is already in the form of a private Bill, which will affect very materially the way in

which local authorities obtain their money.

"Now, when you turn away from what is sometimes called the 'onerous' or 'national' services provided by local authorities, to services that local authorities may or may not provide, according to their own desire, you will find that some local authorities spend money in forms for which it is not spent by other local authorities."

Voluntary Enterprise

These forms, said the professor, were determined largely by the character of the local government of the authority concerned, and represented a purely voluntary enterprise, involving the imposition of rates which did not, however, fall into the same category as those required to pay for the national services to which he had referred. They were sometimes known as "unofficial" rates.

"You will find that leaders in localities arise, far-seeing people who are able to persuade the municipality to conduct experiments. And those experiments are extremely valuable, since by means of them we are able to try out, as it were, different methods of approach and reform, and the results provide the kind of information that the Government requires, and if the experiments are successful you will find that what is to-day a local option, to-morrow becomes the national minimum."

Areas Out of Date

Another problem, the professor continued, by which the community was bound to be faced in the future was that of areas. Administrative areas at present were quite out of date. They were wrong in size, in shape, and often in configuration, and it had been found necessary to cut across such areas in some way or another.

Another method of approach is to take individual services out and combine for the purpose of those services *ad hoc* bodies on a regional basis, and then co-operate for the purpose of running the services.

A third method of approach was to leave the provision of the services to the Government to approach from the top rather than from the bottom, and then take their part in the administration of the services as was determined by the Government itself.

It was possible, indeed, that none of the other problems could be solved until this particular difficulty was effectively handled.

The Spirit of Democracy

In conclusion, Professor Jones said he thought it might be said of the progress made from the standpoint of local government during the hundred years that there had been an attempt to maintain all the time not only the forms but also the spirit of democracy. He ventured to suggest that the real home of democracy in this country was not in the Central Government so much as in local government, which was naturally much closer to the people. And whatever their views might be on the particular problems he had placed before them, he hoped they would do nothing that would not strengthen both the form and the spirit of democracy in local government in the future.

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TRAINING THE PLANNER

IN the "New Statesman and Nation," Dr. W. A. Robson has written a series of articles dealing with planning in local government; planning from the point of view of territory, powers, duties, functions, organisation; planning so that local government may be simplified, clarified, and able to be explained rationally and intelligently to the ordinary citizen. He may then fully appreciate what local government means to him, and that is the basis of his social and physical well-being.

Dr. Robson says that, broadly speaking, we possess adequate knowledge of the essentials of territorial planning to enable us to create an extraordinarily pleasant environment, both in town and in the country, but little seems to happen beyond the continued destruction and urbanisation of the countryside. He asks the question "To what can we ascribe this curious failure of will, this yawning gulf between possibility and actuality?" and he answers it by saying: "One of the most important causes is the inadequate preparation for this new work which civil servants and municipal officers have received. I have a very high opinion of our public service, both central and local; but it is useless to pretend that the members of it have been

AERIAL BOMBING

CARDIFF City Council air-raid precautions committee has just been considering the question of precautions to be taken so as to minimise the effect of bombing from the air. Councillor Griffiths submitted a motion calling upon the British Government to take steps at Geneva for the abolition of aerial bombing and to bar destruction of life from the air. "I think we should do everything to make these air raids as ineffective as possible," said Mr. Griffiths, "but when it comes to gas bombs, poison bombs, and fire bombs, it means a big machine. I think the time has come when we should ask the Government at the first opportunity at the Geneva conference of the League of Nations to put forward a resolution asking that all the nations of the earth should condemn bombing from the air or any destruction of life from above. If all the nations would get together they could stop this bombing." The motion was pressed to a division, and lost by three votes to two.

A sub-committee consisting of all the chief officials of the various corporation departments was reappointed to consider what steps might be taken by each department in the event of a raid.

PERIL OF THE ROAD

WAS the era of Dick Turpin any safer for the community, so far as road perils are concerned, than the era of to-day, with the limousine, the landaulette, and the sports model? Sir Charles McGrath, clerk to the West Riding County Council, in an address to the Leeds Luncheon Club, made a statement which has raised this question. Remarking that the modern construction and improvement of highways was sufficient to warrant special notice, he said: "But I very much doubt whether our forbears would have exchanged the perils of bad roads and highwaymen for the present mortality rates springing from our present policy of permitting express trains on the King's highway."

LEADER OF THE COUNCIL

IT is not often that one comes across public pronouncements of the duties of a leader of the council of a local authority, but recently Councillor John Pennington, J.P., leader of the Wallasey Council, made the following statement in an address given to the members of the Primrose League (Wallasey Habitation):

CAUSERIE

In local government anything might happen; and we give you some news items this month in proof of that statement. It will be our endeavour, each month, to bring together, under the "Causerie," events and pronouncements relating to local government and local government officers which are of outstanding interest.

trained in the elements of territorial planning. One can count on the fingers of one hand the men who are even aware of the dimensions of the problem. If we want good territorial planning we shall have to consider seriously the question of producing men who are specially qualified by education and training to accomplish the task. In short, let us begin to think in terms of planners as well as planning."

WHEN BANGOR HAD TWO MAYORS

A REMARKABLE incident in the early history of the Bangor City Council was recalled by Mr. E. Smith Owen, in retiring from the service of the Bangor City Council after fifty-two years' service as borough treasurer.

The incident was when Bangor had two mayors. They sat at opposite ends of the table, and two sets of minutes were recorded. The dispute ended in considerable litigation.

Mr. Smith Owen told the council that it was a curious experience to act for two mayors at the same time. "There were two town clerks, and I sat in the middle like an umpire in a tennis match."

During the fifty-two years he was borough treasurer, Mr. Smith Owen, who is to be retained in a consulting capacity, was absent from only one meeting of the council and never missed a meeting of the finance committee.

(Extract from "The Manchester Guardian," January 10, 1936.)

WOMEN OFFICERS

THE Cornwall County Council has decided to alter as follows its regulations regarding the retirement of women on marriage. "That married women be ineligible for permanent appointment in the service of the Council; that women members of the county staff be required to resign their posts on marriage, and that, in the event of the notice of resignation not having previously been given, the marriage of any woman member of the staff be taken as notice of resignation."

When probationer clerks are appointed, regard is to be paid to the possibility of eventual promotion to responsible posts on the county staff, and the avoidance of blind-alley positions. Where this is not likely to be fulfilled, female probationer clerks "should usually be appointed on the grounds that (i) they frequently marry before or soon after attaining their maximum salary of £150, and (ii) they are as well educated, intelligent, and efficient as men of a similar age."

The council has also decided that, as a general rule, shorthand-typists should be women.

(Extract from the Official Gazette of the County Councils Association, January, 1936.)

"As leader of the council I would like to say that there seems to be a doubt in the minds of some people as to what was the position of the leader of the council. It is a courtesy title and not an official one. It is honourable only so long as I discharge my obligations to it fairly and squarely to all members of the council, wherever they sit and to whatever party they belong. I know that there is an idea that I must press for and secure all measures which bear the hall-mark of Conservatism. My natural disposition is to look favourably upon such measures, but it is my duty, and I look upon it as a pleasure, to see that every member of the council has a full, free, and unfettered right to express his opinion, state his views, and work for the public of the town in an honest and straightforward way.

You will rightly appreciate that, being a Conservative, I have sometimes an exceedingly difficult task. I would be almost inhuman if I did not feel a disposition to look very favourably upon the schemes, policies, and points which might be put forward by my friends, who so valiantly support me in committee, in council, and on the platform, but I would rather sacrifice anything than sacrifice the support of the council as a whole, because that council is composed of men and women who have been sent there by the people of this town."

Salaries and Service Conditions

PROGRESS DURING JANUARY

SUPERANNUATION

The **Chelmsford** Borough Council has adopted the 1922 Act, with a modified scheme for workmen, as from April 1 next.

The **Earby** Urban District Council has been included in the West Riding (Local Authorities) Joint Superannuation scheme as from January 1. Ten officers and eleven servants are concerned.

One officer of the **Loftus** Urban and ten of the **Flaxton** Rural District Councils in the North Riding of Yorkshire have been admitted to the scheme as from January 1, by agreements made under Section 5 (3) of the Act of 1922. The scheme now includes employees of ninety local authorities.

Clacton is preparing a scheme and has reached the stage of the appointment of an actuary.

The general purposes committee of the **Morecambe** Council, at its meeting on December 10, appointed a sub-committee. The terms of reference are to report on the adoption of the Superannuation Act not later than February, 1936.

Once again the question of superannuation has been considered by the **Halifax** Town Council. Never, we think, has a branch been so alert and done more in a quiet, forceful way to achieve its object than Halifax. It is disappointing in the extreme to find so many obstacles placed in its way.

At its last meeting the council had before it a proposal of the finance committee recommending the council to approve the principle of the Local Government and Other Officers' Superannuation Act, 1922, for the officers and servants of the corporation, and authorising the committee to prepare a scheme as early as practicable. The proposal was not carried. Instead, an amendment to the effect that the question of approving the principle of the Act be deleted, and the finance committee be authorised to prepare a scheme for the consideration of the council, was adopted. We are looking forward with interest to the revised proposals.

SALARIES

Following representations to the management of the passenger transport department, **Liverpool**, the salaries of chief inspectors have been increased by 10s. od. per week.

The local joint committee at **Malvern** recently agreed to recommend a revised scale of salaries for junior officers, and the scale has now been adopted by the council. The new scale, which provides that a salary of £155 shall be reached at age 25, instead of at age 27, as formerly, is a substantial improvement on the old one.

The Corporation of **Southport** has recently adopted the extended salary scales "D" and "E" of the Professional, Technical, and Administrative Division of the Lancashire and Cheshire Whitley Council for officers.

An application has been made to the **Stanley** (Yorks) Urban District Council for the adoption of the scale of the West Riding Joint Council for Local Authorities' Administrative, Technical, and Clerical Services, and for the staff to be graded in accordance therewith.

Application has also been forwarded to the **Mexborough** Urban District Council in respect of two members of the staff.

GRADING

The divisional secretary, accompanied by a deputation from the local branch, has had an interview with the finance committee of the **Darlington** Corporation in respect of a revision of the grading scheme. We understand that the finance committee is recommending slightly improved conditions within the framework of the existing scheme. We are disappointed, however, that the proposals we placed before the committee, which were moderate in character, did not prove acceptable in their entirety.

TERMINATION OF APPOINTMENTS

Assistance has been given by the Association to members employed by the **Towyn** Urban District Council, in connection with proposals of the council to terminate the engagement of rate collectors and to appoint a clerk and financial officer, who would also collect rates. The proposals involved the employment of rate collectors as the personal employees of the clerk. It has eventually been decided to withdraw the notices of the collectors and to advertise for a clerk and financial officer.

In consequence of the cessation of generation at the Chamber Hall Power Station, **Bury**, owing to the operation of the Central Electricity Board, a number of workmen and officers have received notice terminating their engagements. Under the terms of the Acts Sir Harold Morris, who was appointed as arbitrator, heard the claimants on January 2, 1936, at the Town Hall, Bury, and the divisional secretary, Mr. H. Corser, represented Mr. J. Pullin, ex-foreman engineer. The arbitrator has awarded the sum of £750 as compensation to Mr. Pullin.

CONDITIONS OF SERVICE

A meeting of the staff at **Prudhoe** Hall Colony has been held with a view to making representations to the Joint Board in respect of conditions of service generally. A sub-committee was appointed to co-ordinate the proposals in respect of the various departments.

ATTACK ON STAFF NURSE

A strongly worded letter of complaint about the administration of the **Nuneaton**

Corporation's isolation hospital was made last August. The administration generally was criticised, but in particular a staff nurse, who was a member of N.A.L.G.O., was attacked.

At the request of the president of the branch, the divisional secretary interviewed the medical officer, the matron, and the staff nurse; and subsequently ex-patients or parents of children who had been patients at the time the administration was criticised, and obtained signed statements from five of them, and a signed statement from a doctor of a patient. These were forwarded to the town clerk, with a detailed reply to the charges signed by the staff nurse.

The divisional secretary has been informed by the town clerk that "The health committee investigated the complaint very fully, and as a result completely exonerated the medical officers, the matron, and the staff nurse from the charges made," and "the committee are satisfied that there is a complete answer to every allegation made."

SUPERSESSON

It was proposed to supersede an officer at **Stoke-on-Trent** appointed seven years ago, and to offer her a subordinate position. The officer objected to the proposed arrangement and desired to be allowed to remain in her present post for two years, when she would be prepared to resign.

The branch asked the divisional secretary to take the matter up with a view to obtaining a better arrangement. He met the committee concerned with the officer, when the committee re-affirmed its decision to make a new appointment, but, on his suggestion, offered as an alternative to the subordinate post, an allowance of £200, to be spread over a period of two years if the officer resigned. The offer has been confirmed by the city council.

ADMINISTRATIVE DIFFICULTIES

An inquiry, conducted by the urban district council at **Knaresborough**, referred to in the January issue, is now proceeding, one lengthy meeting having already been held, when the case had to be adjourned owing to the late hour. Further meetings will take place. The divisional secretary is representing the surveyor at the inquiry.

PRESIDING OFFICERS

As the result of representations made by the divisional secretary the finance committee of the **Thornton-Cleveleys** Council decided to refund the deductions made from the salaries of its officials who were employed as presiding officers at the Parliamentary election. The decision was confirmed by the council at its meeting on December 23.

N.A.L.G.O.
MEDITERRANEAN
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Nalgo Holiday Centres

MEMBERS who desire to reserve accommodation at the Association's Holiday Centres at Croyde Bay and Cayton Bay are requested to communicate with Headquarters. Early application will avoid disappointment.

In order to give those members who are unable to fix their holidays a long time ahead an opportunity of booking accommodation at the centres, in future a restriction will be placed on the number of friends accompanying a member during the last two weeks of July and the whole of August. A member's party may consist of himself, wife, and children, and another family or an equivalent number of friends. An unmarried member may be accompanied by one friend, or the person or persons who are dependent upon him.

An increase in fees will also be made during the same period for non-members (i.e., friends accompanying members), and in future the weekly fee will be £2 10s. od. instead of £2 7s. 6d., and 7s. 6d. per day instead of 7s. No increase has been made in the charge for the children of non-members.

The charge for baths at Croyde and Cayton Bay centres has been reduced from 6d. to 3d. No charge is made at Cefn-y-Mynach, Private Hotel, Rhos-on-Sea.

Croyde Bay

Attention is given each year to the improvement of the centre, and the committee has under consideration a complete reconstruction by gradual stages, special attention being given to a greatly improved type of bungalow which will be in advance of every other holiday centre in the country. Before the commencement of this season 25% of the beds will be renewed, the field on the shore side of the centre, which is now owned by the Association, will be grassed ready for the use of visitors, every bungalow will be redecorated, and larger wash-basins installed in thirty-six. It is also proposed to engage male waiters for 1936.

Cayton Bay

Minor improvements where necessary have been carried out during the winter. In response to the demand from visitors, tea will be served in future at 5 p.m. instead of 5.30 p.m.; the manager has been instructed to draw particular attention by notice-board and announcement to the fact that visitors must not take flowers, cuttings, and plants from the grounds; a room in which babies' clothes can be washed is being provided; and arrangements are being made with the B.B.C. to broadcast the "Camp Fire" four times during the season.

Cefn-y-Mynach, Rhos-on-Sea

The A.A. has decided to continue its three-star recognition of the hotel, and it is also on the recommended list of the R.A.C. The committee has authorised decorations where required, additional lights, mirrors and glass shelves in the bedrooms, various items of new furniture, and in future the lounge at the rear of the drawing-room will be for the use of visitors for writing, card parties, or reading.

"DEBATING STANDARDS AT CONFERENCES."

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR.—I feel constrained, after reading the interesting and extremely clever letter on the above subject in your last issue from the free-moving pen of Mr. John A. Fraser, Education Officer, Clydebank, to send along hearty congratulations to that gentleman for providing readers with such a treat. Likewise, my sincere compliments to the Editor of this paper for being sufficiently sporting to publish such a trenchant and personal epistle. As a journalist of thirty years' experience in all branches of newspaper work, I have no hesitation in saying that Mr. Fraser's article was one of the most entrancing it has been my good fortune to read, for his sarcasm was rich and "wrapped up" in picturesque language! I would respectfully suggest that friend Fraser has missed his vocation, and had he entered the journalistic profession he might, ere long, have become another Northcliffe, Beaverbrook, James Douglas, or Hannen Swaffer—not politically perhaps, but journalistically! Apparently, the fresh and invigorating air at Clydebank is "doing its work," for a man who can "hold forth" in print so pictorially and entertainingly as Mr. Fraser has done must be physically and mentally well equipped.

I regret that it was not my good fortune to read the letter of Mr. Finch, and the comments of the Editor to which Mr. Fraser refers, but there is much in the latter's communication in respect to debating standards that appeals to me, for I attend a large number of conferences of all kinds in my journalistic capacity, including the monthly open meetings of Town Councils and Chambers of Commerce. It is my intention to show Mr. Fraser's richly superb and leg-pulling letter to some public men of my acquaintance, who, in the presence of the Press representatives, are "intoxicated with the exuberance of their own verbosity"—as I once heard a public man described!

And now, sir, for a more calmer comment. I wish to express my personal appreciation of the various notes and articles sent me from your office quite frequently dealing with matters affecting local government affairs. I often get points from them that form an inspiration for a leading article. As a journalist who has been in close touch with local government officers from the time I entered newspaper work thirty years ago, I wish to bear testimony to the manner in which they generally perform their various and extremely important duties in the interests of the towns and districts which they serve. I have always found them helpful to newspapermen, and exceedingly courteous. In fact, I hold local government officers in such high esteem, and have such a great appreciation of the importance of the work they perform, that my only alternative occupation—had I not entered my present profession—would have been that of a local government official.

Yours, etc.,

W. J. RENDLE.

Editor "Cornish Echo,"
13, Church Street, Falmouth.

What You Think

Our Readers' Opinions

TRADE UNIONISM AND NALGO.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—As one who for many years had the honour and the privilege of taking an active part in the inner councils of the Trade Union Movement, the Shop Stewards' Movement, and the much maligned Clyde Workers' Committee, I wish to congratulate you on the obvious honesty and refreshing candour of your leading article on Trade Unionism in your January issue. I also wish to make some observations thereon—particularly for the benefit of the young men and the young women whose faith in "Nalگو" is liable to be shaken, owing, firstly, through no fault of their own, to lack of understanding on fundamental principles, and, secondly, because of the misunderstanding resulting from the stupid activities of "Trade Union enthusiasts" who fail to comprehend the implications of their own philosophy. These observations will not be offered to the young rank and file in any spirit of patronage. They will, without egotism, be submitted in the light of truths born of a career which very few men in "Nalگو" are ever likely to experience.

With commendable courage, you, sir, have reviewed the position that must have arisen had the matter been pursued by the T.U.C.

To begin with—there is no comparison between an industrial Trade Union and an organisation like "Nalگو."

Apart from considerations of social status between an industrial worker and a public official, and leaving aside the superiority-complex influences which all too frequently vitiate the outlook of public officials, the difference IS NOT a professional one.

The reasons which brought industrial Trade Unions into being, and latterly were responsible for the birth and phenomenal growth of "Nalگو," are similar in certain respects and wholly dissimilar in others.

They are similar in so far that they owe their existence to the conception that the protection of the individual lies in the unity of the mass.

They are dissimilar, however, in this important respect—the urge towards unity in "Nalگو" as compared with industrial Trade Unionism is due to causes as wide apart as the poles.

The hewer of wood, the drawer of water, and the craftsman must unite to protect themselves against the menace of exploitation—a menace which must ever be associated with commercial enterprise.

The public official must unite, if, instead of bowing and kow-towing to the fruits of the ballot-box, he would retain his dignity as a man.

The incentive in commercial as against communal enterprise has been the determining factor in moulding the policy of industrial Trade Unionism, and has also been responsible in framing the policy of "Nalگو."

To take commercial enterprise first.

All the economists frankly admit that commercial enterprise is not run for philanthropic purposes.

They acknowledge that the mainspring in commercial enterprise is private profit.

The bitter opposition to the passing of the Factory Acts, and the conditions which these Acts sought to ameliorate, clearly reveal that Capital never suffered at any time from the delusion that business should be run on sentiment.

In passing it may be observed that "Nalگو" makes a noble gesture in associating itself

with a movement to keep the memory of Shaftesbury evergreen.

It would be a simple matter to trace the rise, growth, and development of industrial Trade Unionism to the point which brought about the fruition of the idea that, as commercial interests combined in Federations and openly utilised (sometimes flagrantly abused) the power of the political machine, so Trade Unions must, without respect of crafts, combine and secure parliamentary representation.

The logical sequence which emerges from an impartial consideration of the forces opposed to organised Labour under prevailing conditions is simply this—so long as commercial enterprise is run for private profit, the industrial Trade Union which is not affiliated to the T.U.C. and the Labour Party is a menace to the organised workers and a sprag in the wheels of evolutionary progress.

There can be no disputing this truth, but it does not follow that "Nalگو" should therefore line up with industrial Trade Unionism.

Roughly summarised there are two angles of opposition to "Nalگو's" affiliation to the T.U.C. In this summary, one angle is right and the other is wrong—and stupid.

To oppose affiliation to the T.U.C. on the ground that the public official is engaged in a profession is wrong—quite definitely.

To oppose affiliation on the ground that the function of the public official is governed by considerations totally alien to the "ethics" of commercial enterprise is right.

The point of divergence between the policy of industrial Trade Unionism and "Nalگو" results from what has been termed the ethics of commercial enterprise.

Capital has no country, and, as history quite conclusively demonstrates, it has no conscience in the measures it takes to protect its interests.

On the other hand, what is the aim of municipal enterprise?

The municipality is not run for private profit.

In these circumstances it would be suicidal to attempt to line up men, whose function is impartially to serve the Commonweal, in an organisation which in the nature of prevailing conditions, exists to protect itself against another form of organisation definitely opposed to any extension of communal enterprise.

The T.U.C. and the L.P. claim that their mission is to extend the operation of the principles governing the administration of communal services to other commercially controlled enterprises, which, it is alleged as presently administered, detrimentally affect the wellbeing of the nation.

In the hope of achieving this aim the T.U.C. and the L.P. are meantime directing their energies to the end of securing control of the local administrative and national legislative machine.

As a citizen the public official has the right to use the ballot-box in whatever manner he deems will bring nearer a better order of society.

As an official, however, he must keep clear of the maelstrom of party politics.

His function is to carry out his duties irrespective of parties and in accordance with the spirit and the humane intentions of the social services he is called upon to administer. Moreover, he must never forget that his function as a public servant is of more importance than his "rights" as an elector.

It must be admitted that as a nation we may claim that our public administration, despite its defects, is a worthy example to the whole world.

True, in the fight between Capital and Labour we will be compelled sooner or later to take sides as individuals, but the mere suggestion that the test of our worthiness as an organisation depends upon our affiliation to the T.U.C. betrays a lack of that depth of insight and breadth of vision which it may be sincerely hoped will never influence the point

of view of the leaders of the Labour Movement.

There can be no doubt that sooner or later Labour will be the dominating factor in the parliamentary life of this country, and doubtless men will arise who will wield the influence to ensure that Labour makes a wise use of its power.

Still, as things are, owing maybe to a dearth of men with insight and vision, the Labour Leaders who affect to sneer at "Nalگو" in its relation to Trade Unionism, are apparently blind to the lessons of history.

To wean "Nalگو" from its present policy and drive it into the political arena with the T.U.C. and the Labour Party would not be a success—it would be a disaster.

To those of us who are nearing the end of our tether it may be does not matter a great deal one way or the other. It will matter, however, to our children and to our children's children, and since the young folk among the rank and file are not likely to be enthusiastic in taking a short cut to the state of affairs obtaining in public administration in America they may without patronage be urged to apply their minds to the issue so as to be prepared should it ever arise in the acute form threatened at the last T.U. Congress.

I am, Sir—Yours faithfully,

JOHN A. FRASER.

Dumbarton.

To the Editor, LOCAL GOVERNMENT SERVICE.
Surrey.

Sir,—Trade Unionism! I notice that question has turned up again in the January issue of LOCAL GOVERNMENT SERVICE. I can quite well understand that the N.A.L.G.O. should become a little perturbed about the matter; it is only natural, especially as opposing organisations are making definite progress. As one who favours trade unionism, I should appreciate being allowed to make a few comments. It is always claimed by the N.A.L.G.O. that "public opinion associates trade unions with politics." I cannot agree on this claim at all. There are all kinds of political opinion among trade union members, and many leading firms prefer their employees to be trade unionists. As a whole, I think too much attention is given to the social side of the local associations. There are many things needing attention in local governments, such as pay for overtime; temporary clerks, and others, should become permanent after satisfactory service; and office conditions in some towns are not as desirable as they should be. To secure betterment of the things I mention, I consider it is necessary to have "outside" influence to approach the various councils. By having a member of the staff as a representative, it somewhat lessens the necessary "speaking-up" that is often needed. The day is fast coming when all associations will fall into

line with trade unionists. Medical men have already done so. Why adopt a smug-faced attitude, and feel "classy," when "hard fighting" is called for to make some councils "surrender." To feel pleased about the fact that Glasgow has turned down an attempt to create a powerful means of getting things done is not very wise. I am not trying to make an unfair attack upon the N.A.L.G.O., but these are my views, and I prefer to remain,

Yours very sincerely,

"A CONTRIBUTOR."

["Contributor" is either wilfully misrepresenting N.A.L.G.O. or a very poor thinker. N.A.L.G.O. has never claimed that "public opinion associates trade unionism with politics." N.A.L.G.O. is a *bona fide* legally constituted trade union, and its record in trade unionism will bear comparison with any other movement in the country.

Better service conditions is trade unionism, and the best trade unionism comes from complete confidence in one's own organisation and ability. Apparently "Contributor" is prepared to suggest "join the T.U.C. and they will do the work for you and get you all that you want." No organisation worth its salt is prepared to do this. All that N.A.L.G.O. wants is to be allowed to mind its own business. It is getting on with its job very effectively. "Contributor" has resorted to the tactics of the humbug type of trade unionist by introducing a "class" stunt.—ED.]

UNIVERSITY GRADUATES IN PUBLIC ADMINISTRATION

To the Editor, LOCAL GOVERNMENT SERVICE.

Sir,—Your Plymouth correspondent, Mr. R. C. Vernon, states in the January issue of the LOCAL GOVERNMENT SERVICE that:

"I am sure many officers like myself who are eager to see the status of the service raised to even higher levels would be glad of further information from authoritative sources as to the possible entry into the work of public administration of the University man."

In his article, Mr. Vernon appears to have overlooked the fact that, even if a University graduate entered the service and had to gain his experience in the same manner as a so-called "lay" member, he would acquire such a knowledge of public administration in eighteen months to two years as it would take the average "lay" member to acquire in five to six years, because he would have the necessary faculties to do so.

After the eighteen months to two years had expired the University graduate would advance more rapidly in acquiring a knowledge of public administration than the "lay" member.

Again I would like to point out that the University graduate would have more than

(Continued in next column)

OBITUARY

It is with regret that we learn of the death on January 14 of Sir Montague Cox, the ex-clerk to the London County Council. Sir Montague first entered the service of the county council by competitive examination in 1892, and he was called to the Bar in 1902, being Lee Prizeman of Gray's Inn. He became deputy-clerk to the council in 1915 and clerk to the council in 1925. He retired from the service in 1933, and in the year of his retirement he received a knighthood. At the date of his death he was 62 years of age.

The death occurred on Boxing Day last of Mr. Clive B. Mowbray, chief architectural assistant in the Swansea borough architect's department. He joined the service of the corporation in 1910, and has been a member of the Association since its inception at Swansea. He was a Fellow of the Surveyors' Institute, and his loss to the department and Association will be much felt.

The passing of Mr. Charles E. Gow, Governor of East House and Maryfield Hospital, Dundee, came as a great shock to many people. He died in his sleep on January 4. He was an enthusiastic member of N.A.L.G.O. and to his son and daughter we extend our deep sympathy.

We regret to report the death on January 4, 1936, of Mr. M. Hobbs, who was the honorary treasurer of the Castleford and District Branch. Mr. Hobbs had been a member of the association for nearly twenty years, and he was appointed treasurer of the branch at its formation in 1929. He was the deputy treasurer of the urban district council.

Southern District Football

In the first round of the Southern District Football Cup, Isle of Wight beat Havant and Petersfield by 7—3. Havant and Petersfield were rather unlucky, because they were playing ten men only from ten minutes after half-time, one of their players having to retire owing to injury. After the match, both teams and visitors were entertained to tea by the Havant and Petersfield Branch.

(Continued from previous column)
the purely cultural training, to which Mr. Vernon refers, if he entered the service in the same status as a layman, in that, having worked and studied for his degree, he would have greater resources at his command for mastering public administration as a subject and at the same time of dealing with the increasing number of complicated local government problems.

Yours faithfully,

J. C. GARDNER.
(M.A. Cantab.)

Clerks' Department, Valence House,
Becontree Avenue, Dagenham.
January 20, 1936.

Sickness		
Disablement	THE	Maternity
Optical	NALGO	Dental
Hospital	APPROVED	Convalescent
Surgical Appliances	SOCIETY	Pension Schemes
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Our Friends Abroad

Jottings of Interest from Overseas' Magazines

MUNICIPAL OFFICER INSULTED

In Brunswick Court, William Tudor Hughes, of Belfast Street, East Brunswick, was charged with having used insulting words within the hearing of persons passing in Belfast Street.

Evidence was given by John Francis Hallion, inspector of the Brunswick city council, that about 11.40 a.m., on October 1, he went to Belfast Street and saw Hughes, saying to him: "You have not kept your promise in reference to keeping these old cars on the streets day and night without lights." Hughes told him to get out, and picked up a piece of quattering, with which he attempted to strike witness. After further discussion, witness noticed, on turning round, that Hughes had a starting-handle in his hand, and appeared to be about to strike witness. Hughes, who also made use of insulting words, appeared to have lost his head.

Defendant said he was upset when the inspector came into the yard. He had not been in the best of health lately. He did not mean what he had said, and he was sorry afterwards for what he had done.

Defendant was fined £3, with ros. 6d. costs.—(*Australian Municipal Officers' Journal*.—October 15, 1935.)

OUR PERNICIOUS VIRTUES

If civilisation is to survive, our old-time virtues must be brought up to date. It was these virtues, rather than our wickedness, which landed us into the slaughter of the War. If we had not been brave, faithful, patriotic, and unselfish we should never have fought at all. And our next display of high-powered old-time virtue may finish civilisation altogether.

Patriotism is not, as sentimentalists like to assert, one of the profoundest of man's noblest instincts. It is not an instinct at all. Before the seventeenth century hardly anybody had heard of it. Men, before the time of Queen Elizabeth, fought for kings, factions, loot, and very occasionally for principles. Even so the actual fighters were regarded as rabble, and it is significant that not until the nineteenth century, when patriotism had become a mania, did it occur to anyone to erect monuments to them.

The idea of patriotism served, at first, a useful and even noble purpose. It brought men together. It established their unity and common responsibility. It enlarged the loyalty to the family and the faction and fired the ideal with new enthusiasm. It was a stepping-stone. If we had gone on from there all might have been well with us. But, as usual, having discovered a virtue, we proceeded to enbalm it. We nailed patriotism to the masthead, and anybody who refused to stand permanently at the salute was a scoundrel.

A hundred years ago the range of patriotism's destructive capacities was limited. The worst that one virtuously patriotic people could do to another was to defeat and decimate it. Now it is possible

to wipe out a whole civilisation. And the worst of this virtue is that everyone enjoys it. Patriotism provides a vent for a school-boy passion for killing things and smashing windows. It justifies our otherwise unjustifiable conceit. (Even if a man is bow-legged, knock-kneed, and weak in the head, he can still feel superior as an Englishman, an American, a Frenchman, or whatever, by accident, he happens to be.) An honest patriot to-day may feel extremely virtuous, but he is none the less an anachronism wandering about a powder magazine with a torchlight.—(*Civil Service Bulletin*, "Alberta, Canada.")

RETIREMENT PLANS AFFECTED BY SOCIAL SECURITY ACT?

During the last annual meeting of the International City Managers' Association, at Knoxville, Tennessee, Joseph P. Harris of the Social Science Research Council, expressed a belief that nation-wide old-age insurance will probably act as a great spur to cities to set up their own retirement systems for their workers. Public employees are not included with the provisions of the old-age insurance Act of the federal social security programme. It is Mr. Harris' opinion, however, that cities will want to provide retirement allowances at least equal to those afforded under the national law. Many cities which now have unsound retirement systems, he pointed out, "would do well to reorganise them and put them on a sound financial basis."

Taking as an example the national old-age insurance system, which does not require workers to be employed by one single employer over a long period of years, Mr. Harris said that cities might well consider the establishment of retirement systems that would permit employees to move from one place to another without losing their retirement rights. One way of doing this would be to institute a State-wide retirement system similar to that which is now provided for teachers in a number of States. Another way would be for municipalities to create a national retirement organisation, thus placing the retirement plan on a nation-wide basis. A third way "could secure the same results by more liberal provisions in municipal retirement systems which did not wipe out the accumulated insurance payments of an employee when he left the service of the city, but permitted him to leave his funds there until he reached the age of retirement."—(*Civil Service Assembly News Letter*.—December, 1935.)

THEY SAID AT PROVIDENCE—

In years to come we shall realise that the New Deal has left its mark upon federal-municipal attitudes, and that it has launched us upon a new and difficult relationship. In their dealings with local officials the national authorities must curb the natural human appetite for power—a special weakness of bureaucracies in public or private life—and must rely mainly on intellectual leadership and moral suasion. If they do so, the fire of local self-government need not be dimmed nor its responsibilities and usefulness diminished. Under no circumstances must local government be allowed to lose its position as a theatre for the citizen's active participation in public life, and as an indispensable training school for democratic leadership.—Harold W. Dodds (President, Princetown University).—(*National Municipal Review*.—December, 1935.)

SCHOOL OF PUBLIC ADMINISTRATION

CAMBRIDGE, Mass., Dec. 10.—Establishment of a Graduate School of Public Administration at Harvard University, through a gift of \$2,000,000 from Lucius Nathan Littauer, glove manufacturer and former Representative in Congress, was announced here to-day by President Conant.

Plans for the new institution, which the donor believed might be opened by September, 1937, had been discussed and considered independently for several months by the University and by Mr. Littauer. The project was broached by the manufacturer in a conversation with President Conant in New York early in September.

With announcement of the gift, Dr. Conant revealed appointment of a commission of five leading educators and students of governmental administration, "to make a comprehensive report on University education for public service, and to recommend plans for the organisation of the new school."

President Dodds, of Princeton University, will head the commission. The other members will be Leonard D. White, of Washington, Civil Service Commissioner; William B. Munro, of Pasadena, Calif., Professor of History and Government at the California Institute of Technology; Wallace B. Donham, dean of the Harvard Graduate School of Business Administration; Harold H. Burbank, Professor of Political Economy at Harvard; and Morris B. Lambie, Professor of Government at Harvard, who will serve as commission secretary.

In his letter Mr. Littauer said in part: "The conditions upon which I offer this gift are:

"1.—That this school shall bear the name of 'Graduate School of Public Administration.'

"2.—That the new school shall be organised and conducted not merely to train technical specialists, but to educate men in a broad way for public service.

"3.—That the new school shall be organised as a separate and well-knit educational unit such as is generally termed a school at Harvard University.

"4.—Initially there shall be appointed especially to the new faculty as soon as the University can select the men a dean and three full-time professors, assistant professors, or instructors.

"5.—That a site for a building to serve as headquarters for the school shall be selected which shall be sufficiently large to provide for possible future extension, and that a building shall be built thereon to cost with its equipment not in excess of \$500,000, such building to be known as the 'Littauer Center of Public Administration,' and to contain such rooms and facilities as may be deemed best by the authorities of the University, including a library.

"6.—That the balance of the gift which is to be held as an endowment fund, together with any additions which I or others may make thereto, shall always be known as the 'Lucius N. Littauer Foundation for Public Administration.'—(*Governmental Research Bulletin*.—December, 1935.)

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: WHitehall 9351 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been forwarded to branch officers from headquarters:

December 19, 1935

Circular No. 90/Ed.

(To branch secretaries and education correspondents.)

Enclosing a copy of the revised syllabus for the association's examinations and stating that additional copies may be obtained.

Circular No. 91/Ed.

(To branch secretaries and education correspondents.)

Enclosing details of the revision lectures for students preparing for the examinations of the Institute of Municipal Treasurers and Accountants.

Circular No. 92/B.O.

(To branch secretaries.)

Enclosing notice in connection with the poster competition organised by the Benevolent and Orphan Fund.

December 23, 1935

Circular No. 93/Log.

(To Logomia local correspondents.)

Enclosing a copy of the new Life Assurance prospectus and setting out form for requisitioning further copies.

January, 1936

Circular No. 2/A.S.

(To Approved Society local correspondents.)

Regarding eligibility for additional treatment benefit.

January 6, 1936

Circular No. 94/Prov.

(To Provident Society local correspondents.)

(a) Enclosing account form for claiming local correspondents' fees.

(b) Relating to annual audit of pass books.

(c) Notifying the revision of various forms consequent upon the bringing into operation of the hospital and nursing home scheme.

(d) Attaching form for requisitioning copies of the forms mentioned.

ABERDEEN CONFERENCE

Dates to Remember

March 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at headquarters by 5 p.m.

March 1.—Nominations for election of N.E.C. to be received at headquarters by 5 p.m. (Form EL1.)

March 1.—Nomination for honorary officers to be received at headquarters by 5 p.m.

March 1.—Motions for Conference to be received at headquarters by 5 p.m.

March 15.—Nominees for election of N.E.C. may withdraw up to 5 p.m. on this date.

April 1.—Journal will contain Conference agenda.

April 1.—Report of the N.E.C. to be issued to representatives with agenda.

April 15.—Amendments to motions in Conference agenda to be received at headquarters by 5 p.m.

April 15.—Voting papers for N.E.C. to be in hands of branch secretaries.

April 23.—Voting papers for N.E.C. to be in hands of members.

May 1.—Voting papers to be in hands of secretary of district committee.

May 1.—Journal will contain amendments to motions in Conference agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 2.—Voting papers for honorary officers to be in hands of branch secretaries.

May 2.—Voting papers for venue of Annual Conference to be in hands of branch secretaries.

May 16.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 16.—Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

May 16.—Voting papers for honorary officers to be returned to headquarters.

May 16.—Voting papers for venue of Conference to be returned to headquarters.

May 30.—Whit Saturday. First day of Conference proceedings.

June 1.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

WEEK-END SCHOOL IN THE NORTH-WEST

A week-end school is being arranged jointly by the area education committees of Liverpool and of Manchester and district, to be held at Culcheth Hall, near Warrington, on March 7 and 8, on lines similar to the experiment which was tried so successfully during the spring of last year.

Lectures are to be given by T. S. Simey, Esq., M.A., Lecturer in Public Administration at Liverpool University, and by Emrys Evans, Esq., M.A., LL.B. (Cantab) LL.B. (London), the town clerk of Wallasey. A third session will be devoted to a debate which is to be opened by junior members of the school.

IMPORTANT DATES

February 8.—Holiday Centres and Cruises Reunion in Newcastle-on-Tyne.

February 28.—Branches to remit all moneys due to the Association to Headquarters.

February 28 and 29.—Meetings of Committees of the National Executive Council in London.

February 29.—Holiday Centres and Cruises Reunion in London.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost of living index for the past six months: August, 43; September, 43; October, 45; November, 47; December, 47; January, 47. The percentage increases in each of the five groups on which the index figure is based are as follows:

	Nov.	Dec.	Jan.
Food	31	31	31
Rent	58	58	58
Clothing	85	85	85
Fuel and Light ...	70	70	75
Other Items	70	70	70

MR. G. W. COSTER

We are sorry to inform our readers that Mr. G. W. Coster, the President of the Association, had to undergo an operation in Westminster Hospital on January 13. The operation was quite successful and, at the time of going to press, we learn that he is well on the road to recovery.

HAVE YOU bought your ticket FOR THE Holiday Centres & Cruise RE-UNION

NEWCASTLE. Saturday, February 8, 1936.
At the Old Assembly Rooms, Westgate Road.

LONDON. Saturday, February 29, 1936.
At Harrods Restaurant, Knightsbridge S.W.

MANCHESTER. Saturday, March 21, 1936.
At Free Trade Hall,

Tickets 2/6 each

Obtainable from:

SPECIAL ACTIVITIES DEPARTMENT,
24, ABINGDON STREET,
WESTMINSTER,
S.W.1.

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS, 1835—1935"—Price £1 1 0

To the GENERAL SECRETARY, N.A.L.G.O.,
24 Abingdon Street,
Westminster, S.W.1.

"... must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

Please send me.....copy(ies) of "A Century of Municipal Progress, 1835—1935" for which I am enclosing a remittance for £ : :

NAME.....

ADDRESS.....

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

WHAT has happened to the "Hadow" report? Or perhaps a more pertinent question would be—upon whose shoulders rests the responsibility for putting into operation the recommendations contained in the report? Is it a case of anybody's responsibility being no one's responsibility? If that is so, then perhaps the officers will make the "running" in this case, as they have in every other forward movement in matters concerning education, training, and recruitment.

"The last twenty years," said the report, "have seen a great increase in the powers and duties of local authorities. Their responsibilities are now far-reaching, and the welfare of the community is largely dependent on the efficiency with which those responsibilities are discharged. Public health, education, public assistance, housing, town and country planning, road construction and maintenance—these are only some of the activities of local government bodies, but reference to them is enough to show the importance of the part played by local authorities in the modern state."

More than ever before local authorities require to have at their disposal officers on whom they can fully rely, both for advice on the many critical questions that come before them, and for execution of their decisions when taken. It has been our duty to consider whether present methods of recruitment, training, and promotion are calculated to produce this result."

Planning a New Future

Is there anyone interested in local government who will deny the force of that opening paragraph of the report of the Departmental Committee on Qualifications, Recruitment, Training, and Promotion of Local Government Officers?

We have completed the centenary year which marked 100 years' experimentation of local government administration. The local government officer of to-day has to have qualities and an ex-

King George V

In the death of His Majesty King George V we mourn the loss of a ruler whose interest in the social services and in the "citizens of the future"—the children of to-day—was the one outstanding characteristic which endeared him to all sections and classes of the community. We recall with pride that one of his last public pronouncements, made last year during the celebrations of the Silver Jubilee of his reign, was his message to the children of London, in which he said: "You are the heirs of a great past; but the future is yours, and is your high responsibility. Each of you must try to be a good citizen in a good city. To this end you must make the best use of all your powers."

A life devoted loyally and faithfully to the people during a period of unprecedented turmoil and upheaval at home and abroad has, in the fullness of time, drawn to a close, and we share with Her Majesty and her children the deep sorrow of their bereavement.

A message of sympathy has been sent in the name of the President on behalf of the Association to Her Majesty the Queen and her children.

pert knowledge which would have appalled his predecessor in office fifty years' ago. Are we to assume that we have attained "the last word" in either the recruitment system or the quality of the staff personnel? Modern tendencies belie such a conclusion. In every department of commerce, trade and government efforts are being put forward to

plan for a new future which all must admit is just somewhere in the offing.

The "Hadow" report is the first serious, unbiassed attempt to plan the personnel service in local government, and it should be taken very seriously by local authorities' associations, by the Ministry of Health, and by N.A.L.G.O., but apparently those who would benefit most—the Ministry of Health and the local authorities—are content to leave the report in "cold storage."

There is still a considerable amount of patronage practised in local government appointments. It is probably confined to minor appointments, but so long as the practice continues, the structure will be weakened at several points. There is also an absence of uniformity as regards salary scales and superannuation. Both issues are of paramount importance to the recruitment of the right type of boy and girl into local government as a career occupation.

Adequate Service Conditions

The Aberdeen Conference of N.A.L.G.O. is rapidly approaching, and someone is sure to shout: "What are you doing on service conditions?"

There is no short cut to the attainment of that standard of service conditions which we all believe to be commensurate with the importance of the local government service. The building of the structure may be slow, but it must be scientific, and it must be permanent. The service conditions for which many vocal members of N.A.L.G.O. clamour, cannot be obtained for the asking, by threats, or by demonstrations, but they can be obtained by adopting the best principles of organisation and negotiation. They will be permanent only if they be granted with the consent of the local authorities. The "Hadow" report speaks of the necessity for salary scales and superannuation. If the local authorities' associations think that they are serving the cause of the commonweal by adopting an isolationist policy on these very important questions, and by preserving the spirit of that stupid phrase, "masters in our own house," they are thinking in a past age—and that is no contribution to local government.

Prospect of a "Dead Letter"

We hope that N.A.L.G.O. will pronounce a very definite opinion upon these issues at the next conference. We have waited long enough for some action by that authority upon whom the responsibility for action really rests. The whole of the recommendations of the report cannot possibly be put into operation at once, but there are certain preliminary steps which could be taken with very distinct advantage to the local government service as a whole, and the prospect is that the "Hadow" report will become a "dead letter" unless N.A.L.G.O. decides otherwise.

District Committees

December and January Reports

South-Eastern

There was a large attendance of members at the annual meeting of the South-Eastern District Committee, which was held at Abingdon Street, London, on Saturday, December 14, 1935. In the absence of Mr. A. Webb (chairman), the chair was occupied by the vice-chairman (Mr. W. H. Routly).

The annual report contained an interesting account of the past year's work, and was adopted without amendments, as also were the treasurer's accounts and estimates.

An amendment was made to the executive committee's recommendations in regard to the future of the B. & O. Fund, and the following resolution was finally adopted: (a) That no alteration be made in the powers and duties of Regional Committees; (b) That the existing organisation of the B. & O. Fund be maintained for the time being, and the whole matter reconsidered by the executive committee during the ensuing year.

A letter was received announcing awards made under the Association's Scholarship Scheme to Messrs. R. S. Knowles (Bognor Regis), R. Trinder (Kent), R. Morgan (Kent), and F. S. Fry (East Sussex), who were congratulated on their successes.

The committee had before them a full report of the question of "Whitleyism" in the district, prepared by a special sub-committee appointed for the purpose in April, 1934. Replies from branches indicated that the majority were not in favour of the establishment of a Whitley Council for this district. The sub-committee recommended that branches should be urged to encourage the formation of local joint committees, and that the area of any future Whitley Council for the southern home counties should be co-terminous with the area of the South-Eastern District Committee. These recommendations were approved.

The committee's sports trophies were presented as follows: Lawn Tennis Cup, West Sussex Branch; Bowls Cup, East Sussex Branch; Veness Cup (Table Tennis), Hastings Branch; Golf Cup, Mr. W. P. Feeney (Bexhill). Miniatures of the cups were also presented.

The officers elected for the ensuing year were: Chairman, Mr. A. Webb; Vice-Chairman, Mr. W. H. Routly; Hon. Secretary, Mr. F. A. Bristow; Hon. Treasurer, Mr. H. J. Altoun; Sports Secretary, Mr. W. A. N. Baker; Hon. Sec. Motoring Association, Mr. H. J. Altoun.

Mr. H. Allen (N.E.C.) attended the meeting to explain the position regarding the proposed purchase of publications, and was afterwards questioned by several

members. It was agreed that this matter should be reconsidered at the next meeting.

North-Eastern

At the annual meeting of the North-Eastern District Committee held at Sunderland, and presided over by Mr. R. E. Heron, the town clerk, Mr. J. S. McIntyre attended in the absence of his Worship the Mayor, and extended a cordial welcome to the large number of representatives.

The routine business of appointing the officers for the ensuing year resulted in Messrs. Heron, Grainger and Williamson being re-elected as chairman; honorary secretary, and honorary treasurer respectively.

A considerable amount of correspondence from headquarters was dealt with, and several important matters were referred to the executive committee for consideration.

A report, relating to a joint meeting which had been held of the regional committee and the district executive, recommended the district committee to agree to the limitation of the amount which can be granted by the B. and O. committee to £15 (in any one case) instead of £30 as at present. It was also proposed that Rule 27 be amended to authorise the chairmen of regional committees to make grants in urgent cases of £15 (in any one case) instead of £30. The deletion of Rule 23 was also recommended; and it was considered that the present machinery of administering the B. and O. Fund through the regional committees was satisfactory and should be continued.

The report was agreed to by the district committee.

The annual report for 1935 indicated a year of solid achievement. Membership figures were still increasing at a satisfactory rate. At the end of 1934 there were in the North-Eastern area 4,599 fully paid members. During 1935 two new branches had been formed, viz., Boldon (staff of the South Shields R.D.C.) and Durham County Water Board. It is considered that the organisation of the district, so far as the formation of new branches is concerned, is almost complete. There are undoubtedly certain leakages in some of the existing branches, and it is hoped branch secretaries will do their utmost to "tighten up" their organisation.

Referring to the question of salaries, the report mentioned that new grading schemes had been formulated as follows: (a) Gateshead County Borough; (b) Northumberland County Council (improved

junior scale); (c) Wallsend; (d) Billingham Urban District Council; (e) South Shields Rural District Council (female staff).

Improvements had been effected at W. Hartlepool and at Whitley and Mosely seaton. Negotiations are stated to be taking place at Redcar and Jarrow, for a more uniform system of office hours has been agreed to by the Darlington Corporation, and at West Hartlepool the offices were now closed on Saturdays at 12 noon instead of 1 p.m. as hitherto.

Reference was made to the action of the Felling U.D.C. in giving notice of dismissal to six aged officers, and to the success which attended the efforts of the Association in getting the notices suspended.

In Middlesbrough several members of the transport department staff had also been dismissed, and it was noted that the Association had been successful in obtaining small weekly grants in those cases.

Instances where legal assistance had been rendered were cited. Action had been taken on behalf of a sanitary inspector at South Shields who, owing to an accident, had suffered the loss of an arm. The sum of £195 had been obtained for him from an insurance company.

Solicitors had been instructed to safeguard the interests of certain officers in a special audit at Easington R.D.C. and certain action had been taken against a newspaper circulating in Tyne side. The paper had published statements which appeared to be libellous, and as a result of the action taken by the Association's solicitors, sums of £30 in each of two cases were received, and an appropriate apology published.

The position in respect of superannuation at Blyth was mentioned, and regret was expressed that the council had not yet seen its way to grant to its staff the benefits of the 1922 Act. During the year, however, the following authorities had adopted the Act: Durham R.D.C., Durham City Council, Middlesbrough C.B., Darlington R.D.C.

Congratulations were extended to the staffs of Newcastle and Sunderland corporations on their success in obtaining widows' pensions through General Powers Bills, which those authorities had promoted.

Reference was made to the Northumberland Review Order, 1935, whereby the following urban districts had been abolished: Cramlington, Earsdon, Longbenton, Rothbury, Seaton Delaval, Seghill, Weetslade. Two new urban authorities have been formed as follows: Longbenton (consisting of the parish of Weetslade and part of the parish of Longbenton); Seaton Valley (consisting of Cramlington U.D.C., parts of the parish of Earsdon U.D.C., part of the parish of Seaton Delaval U.D.C., Seghill U.D.C., and parts of the parish of Tynemouth). Rothbury U.D.C. was deurbanised and transferred to the Rural District of Rothbury.

A number of authorities had during the year held celebrations in honour of the centenary of local government.

The present position relating to the reformation of the Northumberland and Durham Joint Council was referred to. A definite step forward was taken on September 21 last, when a meeting of staff organisations was held at Newcastle, and the following resolutions were passed:

- (c) That this meeting of representatives of the staff organisations, including in their membership administrative, technical and clerical staffs of local authorities, is of opinion the time is opportune for taking action with the object of establishing a Provincial Council for the counties of Northumberland and Durham and the Cleveland District of Yorkshire.
- (d) That the Standing Conference of Joint Councils be asked to arrange for the holding of a conference of representatives of the local authorities in the area and of the staff organisations having members in the area among local government officers to consider the establishment of a Provincial Council.

It is expected that the meeting referred to in (b) will shortly be called.

The report dealt ably with the work which had been accomplished by the auxiliary sections of the Association, and a new hotel which had been taken over by the Association at Rhos-on-Sea as a holiday centre was commended.

The divisional secretary gave a report on certain matters which had been under his charge, and which had not been included in the annual report.

The district committee agreed to divide the sum of fifty guineas (the amount which had been allotted by the National Executive Council from the sale of "Help Yourself" annuals) between sixteen voluntary hospitals in the area.

At the conclusion of the meeting the delegates had tea at Meng's Restaurant.

YORKSHIRE

About 100 representatives attended the annual meeting of the Yorkshire District Committee held at Harrogate on January 11.

His Worship the Mayor (Councillor S. Cartwright, J.P.) attended at the commencement of the proceedings, and extended a cordial welcome to the representatives. His Worship also invited the members to tea at the conclusion of the proceedings.

Mr. R. Wildgoose, who presided in the absence of the chairman (Mr. W. W. Armitage), suitably replied and thanked the Mayor for his generous hospitality.

A report of the executive committee containing a number of interesting recommendations was considered. In accordance therewith, the meeting agreed to allocate the sum of seventy-five guineas to fifteen voluntary hospitals within the area.

A sub-committee was appointed to consider and report on the question of eligibility for membership.

The district committee agreed to place at the disposal of the education sub-committee the sum of £25 for the purchase of books to be loaned to students taking the course for the Diploma in Public Administration and other examinations. A permanent education committee was appointed consisting of Messrs. Wood, Jackson, Stockdale, Sopwith, Vickers, Bottonley, Dransfield, Shelton, together with the officers of the Yorkshire District Committee.

Mr. W. E. Laughton presented the minutes of the sports committee. It was reported that a handsome trophy had been

given to the Association by Mr. W. G. Auger, an ex-member of the National Executive Council, for an inter-district football competition. The sports committee recommended that the Yorkshire District should take part in the competition; that suitable zoning arrangements be made; and that the National Executive Council and the Yorkshire District Committee should defray the cost of travelling and subsistence (if necessary) as to one half each. The recommendations were approved.

In the event of the "Auger" competition not commencing during the current season, it was agreed that the North-Western District be invited to take part in a football match on a ground in the Yorkshire district.

The annual report had been printed and circulated. The fully paid membership in the area for last year was given as 9,695, an increase of 693 over 1933. It is expected that when the figures are available for 1935, the membership will be well over 10,000.

Reference was made to the fact that new salary and grading schemes had been formed during the year for the staffs of the Bingley Urban District Council, Thorne Rural District Council, and Dewsbury County Borough. Revised schemes had been operated at Bradford, Leeds, and Scarborough. The Urban District Councils of Sowerby and Mexborough had adopted the West Riding Joint Council's Scales of Salaries.

During the year local joint committees had been formed at Batley Borough and Wombwell Urban District Council.

Satisfaction was expressed at the successful result of the negotiations which took place with the Board of the West Riding Mental Hospitals during the early part of the year, when a determined onslaught made on staff salaries had been successfully resisted.

Improved holiday allowances granted by the West Riding County Council and Rotherham County Borough were reported.

The following authorities had adopted the Superannuation Act during the year: Barnoldswick Urban District Council, Harrogate Borough, Ripon City, Goole Joint Hospital Board, Earsby Urban District Council has adopted the Act as from January 1, 1936.

In a number of cases, legal assistance has been given to members on various matters.

Reference was made to the negotiations which had taken place with the authorities' side of the West Riding Joint Council, resulting in the decision to revert to the scales of salaries issued in October, 1929. Attention was drawn to the B. and O. Fund, and congratulations were extended to Hemsworth, Rawmarsh, Rotherham Rural District Council, and Stanley, who had 100% membership of the Fund. Settle Branch had won the challenge shield for the third year in succession with a contribution of 15s. 7d. per head.

One of the outstanding successes of the committee had been the revival of the course in Public Administration at Leeds University. Thirty-five students are attending the first session. The West Riding County Council has approved the

award of technical exhibitions for the courses at both Leeds and Sheffield.

Mr. L. M. Crow presented the minutes of the last meeting of the Regional B. and O. Committee. Certain recommendations relating to alteration of rules were approved.

The divisional secretary reported that interviews had been agreed to by the Spensborough Urban District Council and Pudsey Borough, in response to an application he had made to those authorities for the adoption of the Superannuation Act.

The election of officers resulted as follows: chairman, Mr. W. W. Armitage; vice-chairman, Mr. R. Wildgoose; honorary secretary, Mr. A. G. Bolton; honorary treasurer, Mr. T. Nolan; honorary auditors, Messrs. Coatham and Wood.

The executive committee, sports committee, and representatives on the staff side of the West Riding Joint Council were also appointed.

After the business had been disposed of the members partook of tea at the Valley Gardens.

West Midland

In welcoming the delegates to the annual meeting of the West Midland District Committee, held at Kidderminster on January 11, the Mayor of Kidderminster (Miss Addenbrooke) paid a tribute to the work officials were doing in promoting the best interests of the country. Efficient, helpful, and courteous, she found them always ready to take endless trouble to answer even such questions as lay outside the ordinary round of their duties.

Colonel J. H. Thursfield, M.C. (town clerk), and Mr. J. T. Hawcroft, borough surveyor (president of the Kidderminster Branch), also welcomed the delegates.

Mr. F. H. Harrod, M.C. (director of education of Coventry), presided, and there was an attendance of seventy-seven representatives—a record in the history of the District Committee.

The chairman reported that at the wish of the executive committee, he had apportioned fifty guineas received from headquarters from the proceeds of the "Help Yourself" Annuals to ten institutions; five guineas being sent to each.

The chairman raised the question of appointing an area education committee. The matter was referred to the executive committee for report.

The chairman reported that the executive committee had discussed Whitleyism in the West Midlands with the Whitleyism Sub-Committee of the National Executive Council. It was proposed by the chairman and seconded by Mr. H. Taylor, deputy town clerk of Stoke-on-Trent, "that the West Midland District Committee favours the establishment of a Provincial Whitley Council for the West Midland area." After considerable discussion, the resolution was carried.

The chairman also reported upon recent meetings of the National Executive Council.

The annual report was approved. This recorded steady progress in membership and influence; that during the year salary scales had been adopted by the boroughs of Lichfield, Newcastle-under-Lyme, and Wednesbury; and the urban district councils of Sedgley and Tipton; that the salary cuts

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made following the economy crisis of 1931 had all been restored; that the Boroughs of Kidderminster and Oldbury, Leek Urban District Council, and the Wolverhampton and Dudley Joint Committee for Tuberculosis, had adopted the Local Government and Other Officers' Superannuation Act, 1922; and that legal and other aid had been given to several members. One member so helped had written: "Once again please allow me to express to the Association my most grateful thanks for their great kindness, and I feel that I shall for ever be indebted to N.A.L.G.O. for the very handsome way that they have stood by me."

The divisional secretary reported that the officers of the Halesowen Urban District Council had formed a branch as from January 1, 1936; that the Burton-upon-Trent County Borough Council had adopted the 1922 Superannuation Act for officers and servants from April 1, 1936; and that the Atherstone Rural District Council had also adopted the Act from the same date; that the Kidsgrove Urban District Council had adopted the N.A.L.G.O. scale of salaries up to twenty-three years' of age; that the Evesham Rural District Council had approved an improved arrangement for payment during absence through sickness; and that reports had been received from the Association's parliamentary agents on the Coventry Corporation Bill, and the Salop Review Order.

* Representatives from the Nuneaton Branch thanked the divisional secretary for the action he took regarding a strongly worded complaint about the administration of the local Isolation Hospital. Representatives of the Stoke-on-Trent Branch also thanked the divisional secretary for the help given to a member, following his meeting with the Health and Hospitals Committee, the City Council had agreed to make an allowance of £200 to an officer who had resigned. Mr. A. G. Earp, honorary secretary of the Burton-upon-Trent Branch, referring to the adoption of the 1922 Act by his authority, said the Branch desired to thank the divisional secretary and the Association for the valuable help given to them.

The Committee decided to send congratulations to Mr. H. H. Spears, ex-chief sanitary inspector at West Bromwich, on being awarded the O.B.E.

The following officers were elected: president, Mr. G. A. Stone; vice-presidents, Mr. F. Gee, Mr. A. G. Aldridge, Miss L. H. Wooldridge; chairman, Mr. F. H. Harrod, M.C.; vice-chairman, Mr. H. Taylor; hon. secretary, Mr. F. Ollier; hon. treasurer, Mr. J. E. Benton; hon. sports secretaries, Mr. H. R. Jones and Mr. H. N. Schrader.

The honorary secretary (Mr. F. Ollier) and the honorary treasurer (Mr. J. E. Benton) were appointed to represent the district committee at the annual conference.

The committee approved the N.E.C. scheme to encourage continuous membership.

At the close of the meeting, the representatives were generously entertained to tea by the Kidderminster Branch. The branch was warmly thanked by the chairman for its hospitality and for the excellent arrangements made.

New Year Honours

We desire to offer our heartiest congratulations to the following whose names were included in the New Year Honours List:

KNIGHTS BACHELOR

GIBBON, Ioan Gwilym, Esq., C.B., C.B.E., formerly Director of the Local Government Division, Ministry of Health.

ORDER OF THE BATH (Civil Awards)

K.C.B. (Civil Division).
PHILLIPS, Sir Thomas Williams, K.B.E., C.B., Permanent Secretary, Ministry of Labour.

C.B. (Civil Division)

JONES, Cadwaladr Bryner, Esq., C.B.E., Welsh Secretary, Ministry of Agriculture and Fisheries.

ROBINSON, Alfred Theodore Vaughan, Esq., C.B.E., Deputy Secretary, Ministry of Transport.

STOCKS, Charles Lancelot, Esq., Permanent Commissioner of Crown Lands, and Secretary, Office of the Commissioners.

VIGORS, Edward Cliffe, Esq., Principal Clerk of Private Bills and Private Committees, House of Lords; and Examiner of Standing Orders of the House of Lords and House of Commons.

ORDER OF THE BRITISH EMPIRE

C.B.E. (Civil Division).
JACK, John Louitt, Esq., Deputy Secretary, Department of Health for Scotland.

MAXWELL, John, Esq., Chief Constable of Manchester.

O.B.E. (Civil Division)

ALLARDYCE, Robert Moir, Esq., M.C., M.A., Director of Education, Glasgow.

COLE, Henry Albert, Esq., Chief Superintendent of Physical Training, Sheffield Education Committee.

GRIFFITHS, John, Esq., M.R.C.S., L.R.C.P., D.P.H., Medical Officer of the Neath Rural District Council.

SLOAN, Miss Isabella Hamilton, Principal, Ministry of Labour.

WILLIAMSON, John, Esq., Chief Constable of the Northampton Borough Police.

M.B.E. (Civil Division)

BARNES, Ernest Percy, Esq., Chief Superintendent, Bristol City Police.

DUNNING, William George, Esq., lately Senior Clerk, Port Sanitary Office, Liverpool.

FULLERTON, Andrew, Esq., Accountant, North-Eastern Division, Ministry of Labour.

JONES, John, Esq., Sanitary Inspector of Newquay Urban District and Aberayron Urban and Rural Districts, Cardiganshire.

REID, George Wright, Esq., Public Assistance Officer for the City of Aberdeen.

SPEARS, Henry Horatio, Esq., lately Chief Sanitary Inspector, West Bromwich, County Borough.

SUTTON, Ernest John, Esq., Staff Officer, Grade II, Ministry of Transport.

THOMAS, William Baker, Esq., Senior Staff Officer, Ministry of Health.

WILSON, Adam Frank, Esq., Land Officer, Department of Agriculture for Scotland.

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nags and drags at you to keep you from all the abundance, success and happiness in life that otherwise you might easily obtain.

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It is your **GREATER SELF** that occupies four-fifths of your brain. It built your body from the beginning, and still repairs, renews and sustains it. It never sleeps. It is timeless and changeless and deathless. It would abundantly give you every desire of your heart, if it were not held back, discouraged and defeated at every turn by your doubting, fearing, hating *Little Self*, that makes you think and say and do the things that make you unattractive and common and unpopular and a half-success or failure.

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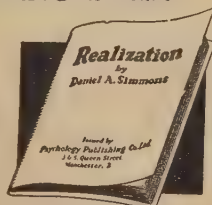
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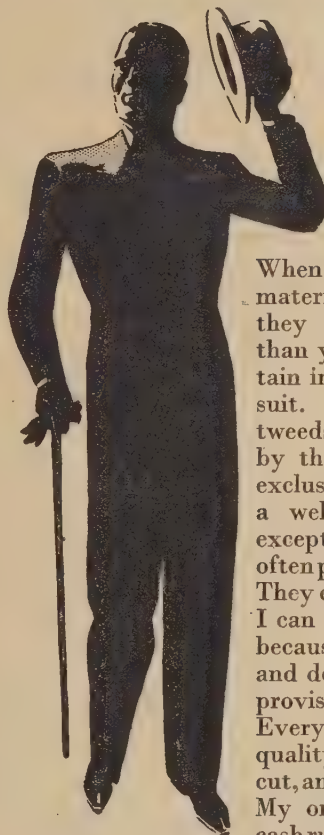
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Bridge Forum

By NEVILLE HOBSON

BIDDING

General Reflections

Holiday Bridge during the New Year brought for me its quota of disasters, due to lack of appreciation of the essential principles for bidding standard hands. Admittedly, freak distributions can produce consequences against which there is little protection, but on several occasions cast-iron games were thrown away by partners who would insist on making final bids in Minor suits when rubber bonuses were there for the asking, if only No Trumps or a Major suit had been finally selected.

The difference between ten and eleven is precisely one, but what a difference! Two Aces and an odd King or Queen held by the opponents will usually produce three tricks in defence, and it is, indeed, that extra trick which is so often the trouble. Again and again two good hands are worth ten tricks all the way, whereas the eleventh trick is never there, and no method of play will produce it.

All this sounds very elementary expressed in such a way, but the number of rubbers which "go west" through unnecessary minor suit bids is extraordinarily high, and reiteration of a few sound principles may be opportune at a time of the year when Bridge is at its height.

Minor Suits

On one occasion a fair partner of mine opened the bidding with 1 Diamond at ordinary Auction. Holding Jack, x x of Diamonds, and Ace, Q, x x x of Spades, I bid the latter, only to be taken out again with 2 Diamonds. This bid I felt compelled to leave in, and ten tricks in Diamonds were obtained without difficulty, whereas a game in Spades or No Trumps was there for the calling.

The next two games and resultant rubber were won by our opponents, and my partner complained of her "bad luck at cards," and she continues to be a staunch member of the guild of "Hard Luckers," whose misfortunes are mainly due to faulty bidding or careless play of the cards.

To advert to this rebid of Diamonds; my partner had covers in both Hearts and Clubs, and the Diamonds were solid, namely, A, K, Q, x x, and she also held J, 10 of Spades. She justified her refusal to leave in my bid of Spades on the ground that she had only a doubleton, but J, 10 is a strong combination, and is frequently sufficient to squeeze the missing Honour Card if conveniently placed.

Had the Diamond suit not been solid, but had been, say, A, Q, 10, x x x, the rebid would have been justified, and a correct picture of the hand would have been given to me. But even if a six suit had been held—No Trumps or a Major suit should be bid, if possible, particularly if the Minor suit is solid.

No Trumps

The pros and cons of No Trump bids will be considered in an early article, and

the volumes that have been written by the experts on this intriguing subject are many and varied. I realise the inherent risk of a No Trump bid and the danger of the weak suit being led and quickly established, but if I open with a Club or Diamond, and my partner bids a Major suit, I ought not to assume that his or her hand is worthless, apart from the suit indicated, and if I venture a No Trump, it is still up to my partner to sound a warning note if such a bid does not suit his hand.

I recently saw two set rubbers lost in less than an hour by players who had obtained nine or ten tricks in Minor suits with an easy game in each case, and—when their attention was drawn to this—reference was made to the risk from the unbid or uncertain suit, but the significance of the fact that the other side have not called anything is often overlooked, and even if a strong 5 suit is opened, the holding up of the Ace until the third round will usually prevent the partner of the original leader returning that suit, and the hands can be played accordingly.

Auction

These general observations apply to both Auction and Contract, but the necessity for keeping the bidding open to the maximum Declaration at Contract gives greater facilities for indicating the full scope and nature of the hands. The bonus of, approximately, 300 points for Auction is, however, missed again and again by lack of appreciation of these principles, and I would urge the Minor suit enthusiast to give a trial to the No Trump or Major suit policy (with due regard, of course, to special or freak distribution) at the earliest opportunity.

(Continued from next column)

Mr. C. H. Medland, Wolverhampton, to Sanitary Inspector, Poplar B.
Mr. L. Gregory, Wolverhampton, to Sanitary Inspector, Shrewsbury.
Mr. B. Williams, Wolverhampton, to Sanitary Inspector, Malvern U.D.C.
Mr. J. Simpson, Newport (Mon.), to Assistant Surveyor, Hertford C.C.
Mr. S. J. Partridge, Salop C.C., to post in Public Assistance Dept., Warwick C.C.
Mr. W. I. Agar, Hartlepool, to Assistant Committee Clerk, Kent C.C.
Mr. William Armstrong, Durham C.C., to Relieving Officer, Southampton.
Mr. R. O. Black, Batley, to Sanitary Inspector, Goole.
Mr. A. A. Blackburn, Bradford, to Chief Clerk, Harrow.
Mr. Harry Brook, Halifax, to Waterworks Assistant, Bedford.
Mr. J. R. Broomhead, Dewsbury, to Clerk in Clerk's Office, Somerset C.C.
Mr. Athol K. Caris, Blyth, to Engineering Assistant, Stockton-on-Tees.
Mr. C. Ellis, Halifax, to Engineering Assistant, Burton.
Mr. N. James, Harrogate, to Assistant in Juvenile Employment Dept., Rotherham B.C.
Mr. S. W. Norman, Doncaster, to Engineering Assistant, Scunthorpe U.D.C.
Mr. George E. Roberts, Dewsbury, to Water Engineer, East Elwell R.D.C., Lincolnshire.
Mr. J. L. A. Robinson, St. Helens, to Probation Officer, Sheffield.
Mr. Harry Roscoe, Dewsbury, to Parks and Cemeteries Manager, Halifax.
Miss K. J. Roxburgh, Durham C.C., to Librarian, Portsmouth.

Movement of Members

ERRATUM

Mr. Parker, Clacton U.D.C., to Engineering Assistant, Skegness U.D.C., reported in the January issue, ought to have read:
Mr. Parker, Frinton U.D.C., to Engineering Assistant, Skegness U.D.C.
Mr. L. J. Carter, Newport (Mon.), to sanitary inspector under the Burnley Council.
Mr. H. E. Braithwaite, Southampton, to town clerk under the Colwyn Bay Council.
M. E. L. Davies, Manchester, to deputy clerk to the Berks County Council.
Mr. R. H. Ogden, Wallasey, to engineering assistant under the Irlam Urban District Council.
Mr. G. R. Hope, Doncaster, to general surveying assistant under the Oldham County Borough Council.
Mr. T. Lomax, West Hartlepool, to assistant surveyor under the Rhyl Urban District Council.
Miss Sansome, Wigan, to night sister at the Preston Isolation Hospital, Deepdale Road.
Mr. A. Bell, West Riding County, to borough treasurer at Hyde.
Mr. N. M. Hood, Preston, to the Tyne Improvement Commission.
Miss D. A. Warren, Notts C.C., to Health Visitor, Brentford and Chiswick U.D.C.
Mr. W. A. Gibson, Leek, to Engineering Assistant, Horsforth U.D.C.
Mr. S. Herapath, Neath R.D.C., to Accountant, Glyncoirwg U.D.C.
Dr. D. J. Anderson, Leicestershire, to Hereford County.
Mr. J. D. Clarke, Leicestershire, to Junior Engineering Assistant, Staffordshire County.
Mr. W. J. Armsden, Leicestershire, to Section Engineer, Somerset C.C.
Mr. C. H. Deakin, Leicestershire, to Engineering Assistant, Derbyshire C.C.
Mr. C. W. W. Hatton, Worcester C.C., to Apprentice, Electricity Works, Worcester City.
Mr. F. H. Green, Mitcham, to Asst. Building Inspector, Brighton.
Mr. S. W. Lynn, Bedford C.C., to Civil Engineering Asst., Norfolk C.C.
Mr. F. T. Chapman, Norfolk C.C., to Kesteven C.C.
Mr. K. Ketley, Beckenham U.D.C., to Sanitary Inspector, Whitley & Monkseaton U.D.C.
Miss C. Roszak, Beckenham U.D.C., to Typist, Maidstone B.C.
Mr. A. D. Razzell, Dagenham, to Chief Clerk Public Health Department, Erith U.D.C.
Mr. E. W. Britton, Acton B.C., to Asst. Building Inspector, Margate.
Mr. A. N. Robinson, Acton B.C., to Engineering Asst., East Sussex C.C.
Mr. J. Barnfather, Hertford, to Senior Engineering Asst., Buxton C.C.
Mr. G. S. K. Rednal, West Suffolk, to Clerk, Hertfordshire C.C.
Mr. C. F. Leadbeter, Dagenham, to Engineering Assistant, Barking B.C.
Mr. C. C. Emmerson, Wembley, to Asst. Committee Clerk, Kent C.C.
Mr. R. W. King, Chingford, to Clerk, Public Health Department, Hampstead.
Mr. F. T. Cornhill, Hertford Borough Council, to Engineering Assistant, Canterbury C.B.C.
Mr. W. Burnie, Southend-on-Sea C.B.C., to Engineering Assistant, West Hartlepool C.B.C.
Mr. H. W. Monks, Teddington, to Third Assistant Sanitary Inspector, Woking U.D.C.
Mr. — Weir, Leicester, to Senior Health Inspector, Health Dept., Preston C.B.
Mr. E. G. P. Powell, Derby B., to Chief Assistant, Merton and Morden.

(Continued in previous column)

A Householder's Problem: No. 2

By A Housing Architect

FOR the external treatment of damp walls there are a number of proprietary materials obtainable; generally colourless transparent fluids, intended to be brushed on in one or two coats, according to circumstances.

It should also be noted that treatment of this kind will be more successful if done in the summer, when the weather is settled and the walls are dry.

As a first-aid treatment, an external coating of boiled linseed oil is usually successful; but caution is necessary, as the brickwork will acquire a dark, glossy—though not necessarily unpleasant—appearance.

Many houses have an external coating of cement and sand, with or without pebbles, known as stucco, rough-cast, or rendering. This not necessarily affords protection against damp, as it is liable to develop fine cracks which act as capillary channels.

Should a coating of such material be advised as a remedy for a damp wall, this fact should be remembered; and the cement used should be water-proofed in one of the various reliable ways well known in the building trade. This will minimise the risk of disappointment.

The cost of rendering is always considerable, and an estimate should be obtained before the work is put in hand.

In older properties the mortar joints were more often of lime than cement, and may have perished. In such cases the only remedy is re-pointing—for which any builder will give an estimate.

Mortar joints around door and window frames are particularly liable to fail by reason of shrinkage and vibration; and these should receive special attention when re-pointing is undertaken.

New brickwork is often covered with silvery patches, like hoar-frost. This is caused by the chemical action of moisture with salts present in the bricks and mortar; and though unsightly, calls for no treatment.

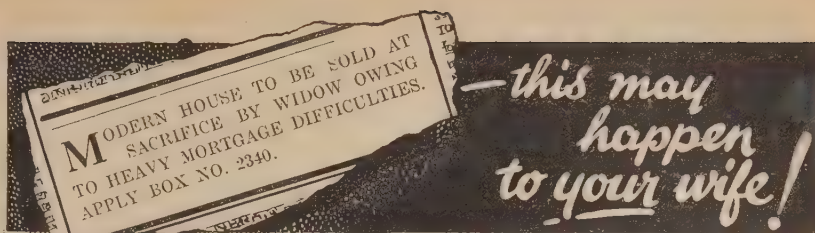
In cases where the roof appears to be at fault, attention should be directed to the intersections of chimney stacks with the tiling or slating, technically known as flashings. These should be of lead, but are often of cement, which tends to break away from the stack and admit damp. Even lead, of course, will fail if of insufficient width or accidentally dislodged.

If the stack is at the apex of the roof, no trouble may be noticed; but stacks near eaves level are particularly vulnerable, and any leakage here shows immediately within.

Gables are also liable to give trouble at their lines of intersection with the main roof—known as valleys. These are, or should be, lined with lead, and should be inspected by a plumber if dampness appears beneath them.

Finally, slipped or broken tiles or slates should be replaced immediately; and if trees are near, eaves-gutters should be swept clear of fallen leaves every autumn.

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A CONFERENCE of representatives of Scottish local authorities, convened by the Minister of Labour, was held in the Council Chambers, Edinburgh, on January 15, to consider the question of Joint Industrial Councils for public services. Colonel A. J. Muirhead, M.P., Parliamentary Secretary to the Ministry of Labour, presided, in the absence of Mr. Ernest Brown, M.P., Minister of Labour, who was detained in London on urgent Government business. There was a large and representative attendance. Messrs. A. G. M. Archibald, Robert Anderson, M.B.E., and J. M. Mortimer represented the Association.

The conference approved in principle Joint Industrial Councils for public services in Scotland, and also that a representative committee of twelve members be appointed to devise means of giving effect to the intention of the conference.

Lord Provost L. S. Gumley, Edinburgh, referring to the object of the conference, said it had been frequently said that local authorities should be model employers. While that was generally accepted as a principle, one found that there were many different opinions when it came to the practical application of it.

Colonel Muirhead, after a reference to the work of Joint Industrial Councils, said the development of the services controlled by local authorities had been a marked feature of the post-War years, and consequently the responsibilities of the local authorities as employers had been greatly enhanced. It was therefore all the more necessary to have an established joint machinery to regulate the relations of local authorities to their staffs. Joint Industrial Councils were appropriate to the needs of the case, especially as these bodies were authoritative but not dictatorial, an essential feature of Whitleyism being its voluntary character.

The value to the community of an experienced and contented staff working under properly adjusted conditions could hardly be overestimated.

The conference was not asked to consider any special form of scheme or suggestion of any precise character. The essential need was to encourage the building of a new and enlarged structure founded upon the wishes of the parties themselves. The exact form of the structure was not so important as the spirit in which it was conceived.

Lord Provost Gumley moved the first resolution: "That this conference approves in principle of Joint Industrial Councils for public services in Scotland, and invites the co-operation of Scottish local authorities in establishing and extending such councils."

He hoped the Joint Industrial Council, if set up, would not confine their attention to matters of rates of wages and hours of work, but consider also the very important questions of entry, grading, and promotion, and anything which might make for the efficiency of the service.

Mr. James Barbour, Stirling County Council, seconded.

The resolution was then put to the meeting and carried by an overwhelming majority. Three hands were held up against it, and one speaker pointed out that some of them were not authorised to vote.

Scottish Notes

Whitleyism Progress

Baillie Hood, Glasgow, moved the second resolution, which was in the following terms: "That there be constituted a committee of twelve members, four to be nominated by each of the following organisations, the Counties of Cities Association, the Convention of Royal Burghs, and the County Councils Association, to implement the resolution of principle adopted by this Conference and in consultation with the National Joint Industrial Councils, the National Joint Board for Electricity Supply, the Standing Joint Conference for Administrative, Technical, and Clerical Staffs, and the trade unions concerned with public services, to devise ways and means of giving effect to the intention of this Conference."

The Rev. Samuel Nicolson, Ross and Cromarty, seconded.

The resolution was agreed to.

ANNUAL MEETINGS

Some of our annual meetings were held too late to be reported in last month's issue of the "Journal," and although the reports may now seem somewhat belated, a few notes may be given concerning the business transacted.

The North of Scotland branch met at Inverness on December 17, when the secretary submitted an encouraging report, which showed that during the year the town council of Inverness had adopted a superannuation scheme to which the employees of the Joint Hospital Board and the library committee had also been admitted. A scheme for the county council officials was shortly to be considered, and the question of grading was likely to be taken up in the near future. The membership of the branch was much the same as last year. Mr. J. M. Mortimer, the divisional secretary, gave an address and answered a number of questions.

The Argyll branch held its annual meeting on December 27, at Lochgilphead, and though the attendance was small, the meeting was a lively one. The secretary submitted a favourable report, and it was stated that the actuarial report on the proposed superannuation scheme would likely come before the March meeting of the council, when it was hoped it would receive favourable consideration. Regarding this subject, the divisional secretary answered an unusually large number of questions.

Stirling and district branch held its annual meeting on December 30, when Mr. J. McMichael, LL.B., town clerk of Callender, presided. The secretary presented a satisfactory report. Mr. Mortimer addressed the meeting, and there was a lively discussion on the question of the Association's educational policy. Mr. J. Cunningham Shanks, county clerk of Clackmannan, urged that the executive arrange for a course of lectures and that more frequent branch meetings be held. It was agreed that the executive take this matter up.

In reporting the proceedings of the Greenock annual meeting in last month's

issue of the "Journal," it was inadvertently stated that Mr. D. Maclean, M.B.E., was appointed president of the branch. It should have read that Mr. Alexander Philip is president, and Mr. D. Maclean, M.B.E., vice-president.

APPLICATIONS TO COUNCILS

In the past week a large number of applications to councils have been made. Amongst these are the following:

Applications have been lodged with the town clerk of Edinburgh on behalf of the assistant registrars of births, deaths, and marriages, and on behalf of certain members of the weights and measures department.

An application has been lodged with the town clerk of Glasgow on behalf of the assistant registrars.

An application has been lodged on behalf of the inspectors and timekeepers in the transport department, Dundee.

For some time past the Lanarkshire branch has been considering complaints from members of various departments regarding their position in the new grading scheme. A memorandum has now been prepared on the subject, and it has been forwarded to the county clerk with a covering letter.

A letter asking for a ruling on the question of sick pay has been forwarded to the town clerk of Perth.

COMPENSATION

The question of the right to payment of Rating Act compensation is now being considered by the Scottish Office. It has also been before the Department of Health for its observations. We are not yet, however, in the position to report the views of the Scottish Office on the subject.

SCOTTISH SUMMER SCHOOL

St. Salvador's Hall of Residence has again been reserved for our Scottish summer school for the last week in June, namely, from Saturday, 20th to Saturday, 27th. The arrangements will follow the same lines as in previous years, but we have not yet heard from certain lecturers and speakers who have been approached, and are therefore not in a position at the moment of writing to give a detailed programme. We hope, however, those intending to be present will take a note of the dates above mentioned.

THE DUNDEE DANCE

The Dundee branch is to be warmly congratulated on the great success of its annual supper and dance. Baillie Christie, the senior magistrate, said very truly when presiding at the presentation of prizes that the dance was now one of the recognised social functions of the city. A gay company of close on 400 assembled in the Marryat Hall, and after a good game of whist enjoyed an excellent supper, and later joined the festive throng in the ballroom, where the prizes were distributed by Mrs. Blyth Martin, wife of the much-esteemed town clerk. We believe there will be a balance of something like £10 for the B. and O. Fund.

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Statement of Accounts

December 31st, 1935

LIABILITIES £

Paid-up Capital	14,248,012
Reserve Fund	11,500,000
Current, Deposit & other Accounts (including Profit Balance) ..	443,655,177
Acceptances & Confirmed Credits ..	10,987,614
Engagements	6,718,097

ASSETS

Coin, Bank Notes & Balances with Bank of England	48,695,719
Balances with, & Cheques on other Banks	17,634,489
Money at Call & Short Notice ..	26,710,876
Investments at or under Market Value	111,464,862
Bills Discounted	29,573,494
British Treasury Bills	39,691,499
Advances to Customers & other Accounts	177,120,890
Liabilities of Customers for Acceptances, Confirmed Credits & Engagements	17,705,711
Bank Premises at Head Office and Branches	9,239,896
Other Properties & work in progress for extension of the business ..	942,559
Shares in Yorkshire Penny Bank Ltd.	750,000
Capital, Reserve & Undivided Profits of	
Belfast Banking Co. Ltd. ..	1,676,032
The Clydesdale Bank Ltd. ..	3,052,405
North of Scotland Bank Ltd.	2,437,512
Midland Bank Executor and Trustee Co. Ltd.	412,956

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General Literature

By JONAS PRAPS

An Intimate Notebook

OF the scores of books that have been issued during the past twelve months, few, if any, are more worth reading than "Mark Twain's Notebook" (Harper, 16s.). It has been "prepared for publication" (Harper for "edited," presumably) by Arthur B. Paine, who will be remembered as the author of a biography of Twain. The literary world has known of the notebook for a long time, and it seems a pity to have kept it so long in the background, for it is full of good things. Twain had an original kind of notebook; it had a sort of ear sticking out beyond the binding at the top fore-edge of each page, and as the page was finished this piece was torn off—the book could thus always be opened at the correct place for a notebook.

The pages are largely notes of the travels upon which many of his works were based. His trip to the East in 1867, including the Holy Land, formed the foundation of "The Innocents Abroad." After a stormy night old travellers were telling yarns of the force of water. Twain adds to his notes "Water taken in moderation cannot hurt anybody." He tells, too, of the Turkish father's testimonial to his son: "Can recommend my son as a smart boy and terrific liar—can cheat deftly." There is hardly a page which does not give some acute criticism of life. Many think Twain too lacking in moral excellence to be a moralist. He says "Fame is a vapor: popularity an accident; the only earthly certainty is oblivion." Many philosophers have been further from the truth. Twain was a great man, a writer of the purest English, and no better key to his inmost feelings can be had than his notebook.

J. M. Loch's "The Hopping Ha'penny" (Methuen, 7s. 6d.) is a whimsical, fascinating story of an Irishman who was haunted wherever he went by the coin following him. In trying to get rid of it he is led into doing some rather shady tricks. The voyage in Captain Peck's vessel by a very circuitous route to Antrim, where the solution of the hopping ha'penny is to be found, is worthy to rank with Lewis Carroll in his most imaginative mood. I nearly threw the book into the fire, but am glad I finished reading it.

A Strenuous Life

If Mr. Negley Farson's autobiography, "The Way of a Transgressor" (Gollancz, 10s.), is another proof that this way is "hard," it is also an instance of how interesting a transgressor's way can be to the reader.

The scene opens in Pennsylvania, where he is living as a boy with his grandfather, his schooling and expulsion, his training as an engineer. The later experiences relate to England, Russia during the War and the Revolution, Egypt, British Columbia and India, including an account of his

own service during the War. A director of another publishing company says he would "give an ear to have published it." It certainly is an enthralling narrative, and there is no straining after effect in the writing: the most exciting events fit in quite naturally.

Relentless Pursuit

A finely dramatic piece of writing is a true description of Louis Golding's new novel, "The Pursuer" (Gollancz, 7s. 6d.). The feud commences in schooldays, some lower-class boys are being chased by others of higher social standing. One hears the patter of feet behind him and dare not look round. The pursuer haunts the boy through life, seduces his fiancée, tries to ruin him until, exasperated, the pursued kills him. Still he is haunted by the fear of the shadow of the pursuer and the sound of invisible feet, and moves from place to place with his daughter. The story ends with the daughter falling in love with the pursuer's son. Excellent and dramatic writing, but not a shred of humour; nothing but grim tragedy.

All Sorts and Conditions of Women

"Women Called Wild," by Rosita Forbes (Grayson & Grayson, 12s. 6d.), is a series of incidents relating phases of women's lives in various places. How the varying records came first to be related is not disclosed. They appear to be chapters from books. The first two deal with the slave trade in Abyssinia and Arabia. Incidents in Tibet and Morocco are related, and the chapter entitled Harem Kaleidoscope is an illuminating picture of the homes of sheikhs in Tunisia, Syria, and Tripoli. A fascinating volume, and if the experiences are personal, Rosita Forbes has seen many strange sights.

General Notes

"Call it a Day," by C. L. Anthony (Gollancz, 5s.), is a clever comedy, and whilst it reads easily, must be better witnessed as a play.

As an introduction to the study of monastic life in the Middle Ages, F. H. Crossley's "The English Abbey" (Batsford, 7s. 6d.) is good. It is beautifully illustrated, and tells the general reader as much as he is likely to need of the daily life, administration and architecture.

John Heygate's new book, "Motor Tramp" (Cape, 8s. 6d.), is an entertaining account of two and a half years spent in visiting many countries in Europe in a motor-car.

(Continued from next column)

an excellent review article on "A Century of Municipal Progress"; then there is a very forceful article on current problems which are being tackled in America; the general election, Abyssinia, Germany, authoritarian government are all brought within the scope of this thought-provoking quarterly magazine.

Some Other Books

The problem which the author of "Key in Our Bosom" (Heath Cranton, 3s. 6d.) claims to have solved is how to enable those people who have to go short of luxuries, comforts, and even necessities, to obtain as much of these as can be produced. He diagnoses the cause of the existing unfortunate state of affairs as a lack of money, and his cure, perhaps naturally enough, is to create additional money and to distribute it via the unemployed, as those in greatest need, throughout the country for use in internal transactions. The danger of causing those disastrous effects which usually result from a policy of inflation is recognised by the author, who proposes to obviate it by careful control of this new money in relation to the increased industrial production which its introduction would stimulate. Prices apparently would continue to be ruled by the existing factors, any tendency for them to rise owing to the larger demand being counteracted by the increase in the quantity of commodities available for sale.

That, briefly, is the basis of Mr. Whyte Hall's solution, which he describes in full detail and with an almost infectious enthusiasm. As a Civil servant he has not overlooked the practical aspects of administration and gives particulars of his proposal to utilise the services of the Post Office Savings Bank and the Employment Exchanges in operating his scheme.

The book is worth reading if only for the sake of its simple explanation of our present monetary and distributive troubles. Whether the author's proposed solution is feasible and adequate is a matter which probably only experts can decide, but it is undoubtedly worthy of examination. If one had any point of criticism one might suggest that a fuller definition of such terms as money, currency, and credit would be of benefit to the ordinary reader.

The record of a world tour in search of local government is an attractive sub-heading to the title—"Westward to the East"—of a book written by Mr. G. M. Harris, and published by the International Union of Local Authorities at 7s. 6d. Not only is it an intriguing sub-title, it is an intriguing book; in fact, it is probably unique in that nobody else has toured the world looking for local government. Mr. Harris did, and he found it; he found, in addition, some minor adventures, and certainly a lot of interest. Starting from Jamaica, he worked through Florida, Virginia, America, Canada, then on to Honolulu and Japan; from there to India and from India home. The whole tour took thirteen months, and Mr. Harris has faithfully recorded his impressions of the places he visited and of the people whom he met; descriptions of their systems of local self-government, and he contrasts these systems with our own. He is to be heartily congratulated upon writing a new type of travel book.

Hadden's "Local Government Year Book and Diary for 1936" has made an appearance. This is the second edition of this work, and many improvements have been made upon last year's edition and in the diary itself the number of days gone and to come in the local government financial year have been added. In addition to this, there are many editorial articles on most aspects of local government, and this diary is heartily recommended to those local government officers who have to watch the calendar to see that their committees do the right thing at the right time.

The current issue of the "Political Quarterly" is of more interest to local government officers than many of its previous issues. This does not mean, of course, that previous issues have been lacking in interest, rather that they have dealt with subjects which are outside the scope of a local government officer's study. The current issue has

(Continued in previous column)

Annual Reports and Meetings

Although there was a slight increase in the membership of the **Shropshire** Branch during the year 1935, there is, the executive committee states in its annual report, still a large number of transferred and public assistance officers who have not joined. The committee, in expressing the hope that a much larger number of officers will be induced to join the Association, states: "It is more essential than ever that all local government officers should be members." All-round activity is well maintained and increased, according to the report of the **Kent County** Branch. Membership is now well over 800; a new sub-branch was formed during the year, and close on 400 members of the branch were members of the Benevolent and Orphan Fund. Efforts are now being made to increase this membership. **Oxford** Branch may congratulate itself upon the fact of maintaining one hundred per cent. membership of the Association.

Essex County Branch membership increased from 480 to 530, which is the highest figure yet recorded by the branch. The officers of the branch are far from satisfied, for, "bearing in mind, however, the total number eligible for membership of the Association, it is still possible for the membership to be considerably increased." An improvement in office hours is recorded in the annual report.

The annual report of the **Ashton-under-Lyne** Branch shows that the membership of the branch is beginning to feel the effects of superannuation. The executive committee reported continued new entrants to membership, but having lost half a dozen older members, who have retired on superannuation in consequence of the adoption of the 1922 Act, the numerical strength of the branch is only about equal to that of twelve months ago. The branch is, however, making all-round progress. **Bolton** membership is on the upgrade, in spite of the fact that many departments have already one hundred per cent. membership. 1935 shows an increase of thirty-nine over 1934, the respective figures being 700 and 679. Improvements in grading, office hours, superannuation, are recorded, and mention is made of assistance rendered to individual members on two or three aspects of service conditions.

The annual report of the executive committee of the **Gloucestershire** branch shows that membership is still on the upgrade. During the year several improvements have been made in service conditions. Recruitment, holidays, salary scales are all now better as a result of representations made by the branch than they were last year.

The president (Mr. H. H. Lincoln, motor-bus manager) presided over the annual meeting of the **Wallasey** Branch. Mr. G. W. Coster, M.B.E., clerk to the West Derby Assessment Committee, who is president of the Association, attended, and delivered an interesting and instructive address on the work and activities of the Association. He stressed the importance and value of the work done in the interests not only of the local government officers, but of the service generally. Mr. Coster congratulated the **Wallasey** Branch on its work.

Salop County Officers.—The report of the general committee, which was presented to the annual meeting on December 20, records that membership has increased slightly during the year; but that there is a large number of

Cameraderie

transferred and public assistance officers who are non-members. Interest has generally been well maintained in the various activities of the association.

Mr. Lewis Bevan presided over the annual meeting of the **Glamorgan** Branch at the Gwyn Hall, Neath, on January 4, when there was a record attendance of nearly 500 members. The Mayor of Neath attended and heartily welcomed the members to Neath.

The annual report recorded increased membership, and that while there had been no spectacular developments, the branch had carried out a successful year's work, and had dealt with a variety of subjects.

Mr. L. Hill, general secretary, addressed



Here are the "Nalge Girls," who are all members of the borough treasurer's department; Hastings, and have been doing cabaret work for the Hastings Branch for the past two years. They have appeared at a number of dances, socials and charity events. Their names, reading from left to right, are: Miss N. K. Webb, Miss V. N. Mullord, Miss M. Gilbert, Miss N. E. Webb, and Miss I. C. Hatfield.

the meeting, and expressed his pleasure at the large attendance and enthusiasm.

A happy incident at the meeting was a presentation to the president, Mr. Lewis Bevan, a native of Neath, by the members resident in Neath and district.

The annual meeting of the **Chesterfield** Branch recorded a satisfactory year's work and an increase in membership of sixteen, making a total of 182. After the formal business, Mr. L. Hill, C.B.E., general secretary, gave an interesting and instructive address. Mr. Hill traced the growth of the Association from its infancy to the present time, and in the course of his address gave a definite and final answer to those members who constantly ask "What is N.A.L.G.O. doing for me?"

The annual meeting of the **West Riding** County Officers' Branch was presided over by Sir Charles McGrath, clerk of the county council. Mr. L. Hill, general secretary, was also present, and addressed the meeting. A slight increase in membership was reported. Some attention was paid to the work which had been done during the year relating to salaries and service conditions. Mention was made of the extended holiday scheme which had been brought into operation. Following the meeting, a dinner in honour of Sir Charles McGrath was held at the Strafford Arms Hotel, and was well attended.

An increase of twenty-five members was reported at the annual meeting of the **Merthyr Tydfil** Branch, many of these being "con-

verts" from another organisation. The chairman of this branch for 1935-1936 is Mr. T. J. Evans, a former member of the Merthyr Tydfil Corporation. Mr. Evans is a Justice of the Peace for the borough, and was once the deputy mayor.

At the annual meeting of the **Newport** Branch increased membership was recorded, and nearly 100 per cent eligible membership had been reached. An improved scale of holidays had been adopted during the year; and there had been successful local efforts to celebrate the centenary of local government.

Dinners

The inaugural dinner of the **Farnham** Branch was held quite recently, when over eighty people were present, including representatives of the Haslemere, Guildford, Aldershot, and Farnborough Branches of the Association; Members and officials of the Farnham Urban District Council, and others interested in local government work. Mr. Frank Thomas, the divisional secretary, in replying to the toast of the Association, said that the councillors and others engaged in the administration of local government deserved a great deal more than they often got. He was afraid their work was not fully appreciated.

The members of the **Bognor Regis** Branch held their third annual dinner, whist drive, and dance on Friday, January 10, 1936, in the company of over one hundred guests. In the after-dinner speeches, tributes were paid to the efficiency and integrity of the officials, all of whom are members of the Association.

There were over 250 people present at the dinner held by the **Ilford** Branch of the Association and the Ilford

Municipal Officers' Association. Alderman J. H. Shipman, Mayor of Ilford, submitted the toast of the Association and the Ilford Municipal Officers' Association. In referring to N.A.L.G.O., he said he thought that the Association

was something of a mother to all of its members. "She takes you almost at your birth; then as young men she guides you and brings you up; she insures you, organises your financial schemes, enhances your economic interests, buys your house, and so organises that she buries you and looks after your widow." When Sir George Hamilton, M.P., who was also present, heard this, he cried out: "Can I join?" Both he and Mr. Dingle Foot, M.P., made characteristic after-dinner speeches.

The ninth annual general meeting and the first annual dinner of the **Oxford** Branch were both held at the Hoskins Arms Hotel, Oxted, under the presidency of Mr. Phillips, the clerk of the Godstone Rural District Council. About sixty members and friends assembled and enjoyed the repast. A very successful evening terminated with dancing and community games, which were organised by the sports and social committee.

A dinner, to celebrate the centenary of local government, was held at the town hall, **Middlesbrough**, on December 20, 1935. There was a large attendance, many persons having to be refused admission owing to lack of space. The importance of the passing of the Municipal Corporations Act, 1835, was stressed by the town clerk, and by subsequent speakers. Interspersed between the various toasts items of an extremely humorous character were given by Stainless Stephen. Dancing followed until the early hours of the morning.

The annual dinner of the **Urmston Branch** was held at Flixton House, when there was a record attendance, and a very successful evening ensued. After the dinner, the loyal toast having been offered by County Councillor T. E. Collyer, chairman of the Urmston U.D.C., Mr. T. E. Whitelegg, clerk to the council, in proposing the toast, "Our Hosts," said he felt certain that he was voicing the feelings of the officers and staff when he inadequately attempted to say how grateful they were to Councillor Collyer and Councillor S. N. Penlington, J.P. (vice-chairman of the council), who had provided the dinner and wines. In responding, Councillor Collyer said that if they all found as much pleasure in the evening as he and Councillor Penlington did in the giving, they would have a memorably good time. He was personally delighted with the idea of these dinners, which were a means of binding together the officers and the staff in that spirit of harmonious co-operation in their work which made for better results.

The annual dinner of the **Ashton and District Branch** was held at the George and Dragon Hotel, Ashton, under the chairmanship of Mr. M. T. B. Whitson, B.Sc., engineer and manager of the Ashton and District Joint Waterworks Committee.

Mr. C. I. Baker, proposing the toast of "Our Guests," said he thought all members of N.A.L.G.O. should understand the fifteen years of progress of the Lancashire and Cheshire Whitley Council. They would find useful reading in the survey of that progress of the Lancashire and Cheshire Whitley Council.

"So long as your Association recognises the fact that efficiency must be the cornerstone, it cannot do anything but well," remarked the Mayor of Mossley in responding to the toast.

The **Newport (Mon.) Branch** annual dinner was generally voted one of the most successful social functions ever held by the local branch. Dr. Irene T. J. Ruxton presided, and the guests included the Mayor of Newport (Councillor W. Casey), the chairmen of the corporation committees, and Mr. L. Hill, general secretary, N.A.L.G.O. The dinner was followed by a most enjoyable dance.

The annual dinner and dance of the **Chesterfield Branch** was presided over by Mr. W. S. Wilson (Borough Surveyor). After the Royal Toast the president welcomed the mayor and mayoress and the other guests on behalf of the branch, and his worship suitably replied. There were no other speeches, and dancing continued until 2 a.m.

Members of the **Staines Branch** attended a very enjoyable dinner, held at the Strand Palace Hotel, London, on Friday, January 17, 1936. The party afterwards dispersed to various places of entertainment before returning home.

A most enjoyable time was spent at the annual dinner and dance of the **Burton-upon-Trent Branch** held on January 17, 1936. The attendance at dinner reached the 100 mark—a record in the twenty-eight years' history of the branch. Over 300, consisting of the wives and friends of members, attended the dance which followed at 8.30 and continued until 2.30 a.m.

New Branches

Milford Haven.—The divisional secretary met the officers of the Milford Haven Urban District Council on January 7, when it was decided to form a branch from February 1, 1936. Mr. T. H. Wilson, assistant accountant, was appointed honorary secretary.

Rushden.—A branch has been formed for the officers of the Rushden Urban District Council from February 1, 1936. Every one of the fifteen members of the staff has joined.

Socials

The **Irlam Branch** held a whist drive and dance on January 3rd, at which a total of 228 guests were present, of whom 156 played whist. Dancing was carried on from 10 p.m. to 2 a.m., and this function was the largest of its kind ever held in the district, and has undoubtedly become the most popular social event in the area. In fact, keenness to attend the function was so pronounced that the branch was quite unable to invite all whom they would have desired to see present, owing to the limited accommodation available.

The **Minehead Branch** did something a little different. It held a social evening and dinner. Prior to the dinner, a skittle match was played between the clerk's department and the surveyor's department, the clerk of the council captaining his team, and the surveyor being captain of his side. The surveyor's team won by 8 pins, and then the company proceeded to dinner, after which a sing-song, augmented by jokes and solos from members of the branch, was held. The orchestra was also composed of members, and it consisted of a violin, piano, saxophone, and banjo.

Twickenham Branch invited members of the Richmond Branch to its Christmas party and social, at which over 100 persons were present. This party consisted of dancing, games, and a cabaret given by members of the Twickenham staff, and this, somewhat naturally, proved very popular.

East Ham Branch New Year's party was this year as enjoyable as every one of its predecessors. Dancing and games commenced at 8 p.m. and went on until one o'clock the following morning, and during the evening there was an excellent cabaret show.

Some 300 people interested in local government were present at the centenary celebration held at the Baths Hall, Northwich, on December 30, which was organised by the Northwich and District Branch of the Association.

The Rev. A. W. Maitland Wood, chairman of the Northwich Urban District Council, presided, and the chairmen of the Northwich Rural and Winsford Urban District Councils supported him. Mr. L. Hill and Mr. J. H. Warren, D.P.A., addressed the gathering on the progress of local government during the past hundred years.

The annual New Year's party of the **City of Oxford Branch** took place on January 11, when the members gave an excellent entertainment. The various items were rendered by departments and, just to prove that the effort was co-operative and not individual, the names of the artistes were suppressed.

One hundred and twenty members of the **Fulham Branch** spent a very enjoyable evening at the Palladium Theatre, having previously dined at the Regent Palace Hotel.

The Branch entertained to a Christmas party some 280 local children of poor parents. The interior of the town hall was gaily decorated for the occasion. After the tea provided, an entertainment consisting of clowns, Punch and Judy, etc., kept the kiddies occupied for the greater part of the evening, when Father Christmas on his sleigh (the housing estates superintendent on the estates trolley, improvised for the occasion) made an appearance and presented toys to all the children. The Mayor and Mayoress attended during the evening. This is the second party of this nature given by the branch.

Sutton and Cheam Branch held a carnival dance on New Year's Eve at which the attendance was 200. The event was so successful that a St. Patrick's Ball—in aid of the B. and O. Fund—has been arranged and will be held in the Grand Ball Room of Messrs. Skinner's, Ltd., on March 17.

A party of members visited the "Daily Mail" works and passed a very instructive hour inspecting the wonderful machinery and organisation necessary for the production of a newspaper.

Operatic and Dramatic

The **Nalgo (Metropolitan District) Operatic and Dramatic Society** will produce "Interference," a dramatic play, at "The Fortune" Theatre, London, on March 26, 27 and 28 next. Full information may be obtained from branch secretaries in the Metropolitan District or from Mr. F. W. Mason, Town Hall, Hammersmith, W.6.

The **Surrey Branch** is presenting the County Hall Players in a three-act comedy "Aren't We All?" at the Ronayne Hall, Hampton Wick, on Wednesday, February 26, 1936, at 8 p.m. Tickets are at popular prices and may be obtained from Mr. R. W. Tonkin, Hon. Secretary, Benevolent and Orphan Fund, County Hall, Kingston-upon-Thames. All proceeds go to the B. and O. Fund.

The **Sheffield Transport Dramatic Society** will present "The Age of Youth," a three-act comedy by H. F. Maltby and Fredi Wynn, on February 6 and 8 at the Sheffield Y.M.C.A. Lecture Hall. The play will commence at 7.30 p.m. on each evening and tickets may be obtained from any members of the Society at the Transport Department, Division Street, Sheffield. Prices of the tickets are: Thursday, 1s. and 1s. 6d.; and Saturday, 1s. 3d. and 1s. 9d. each, and the proceeds are to be devoted to King George's Jubilee Trust Fund.

Retirements

Mr. Thomas Speakman has just retired from the service of the **Bolton Corporation** Waterworks Department on superannuation. Mr. Speakman has almost forty-nine years' service to his credit, and he received, as a retiring gift, an oak secretaire, presented to him by the borough treasurer.

A social gathering was held at the Tame Street Institution, **Manchester**, at which the staff presented the retiring master and matron (Mr. and Mrs. L. E. Healey) with a radio-gramophone. Mr. P. B. Moyes, first assistant master, making the presentation, voiced the good wishes of the staff for the happiness in retirement of the master and matron. Mr. Healey, in responding, thanked the staff for the present, and expressed the hope that the same loyalty would be extended to their successors as had been extended always to them.

Sir James Curtis, a member of the Board of Management of Logomina, has just retired from the position of clerk and solicitor to the **Birmingham Assessment Committee**, after having completed fifty years of local government service in Birmingham. Congratulations were offered to him at a private meeting of the Assessment Committee, and he was presented with an illuminated book of remembrance signed by the Lord Mayor and the chairman and past and present members of the Assessment Committee; a grandfather clock and a wireless set as mementos of his association with the committee and other public bodies in the city. He has also received a silver rose-bowl, the gift of the staff of the Assessment Committee and the valuers, and the Rating and Valuation Committee in the form of an illuminated address has expressed keen appreciation of his public service.

Mr. H. M. Riley has just retired on superannuation from the deputy librarianship of **Leicester**, after forty-seven years' service with the Leicester corporation. Mr. Riley has been a member of the Association since its inception in Leicester and he was a member of the executive committee from 1926 onwards. He has also been vice-chairman and chairman of that committee, staff side representative on the joint consultative board, and the official representative of the branch on the commercial advisory committee of Leicester College of Technology. Our good wishes go out to him in his retirement.



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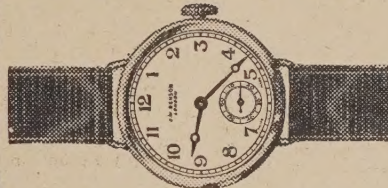
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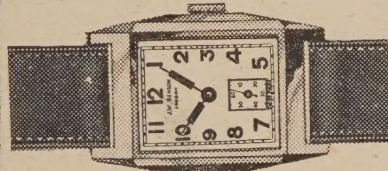
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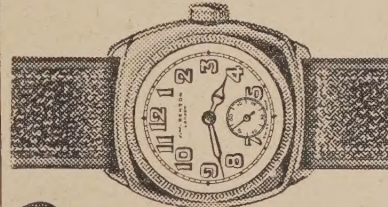
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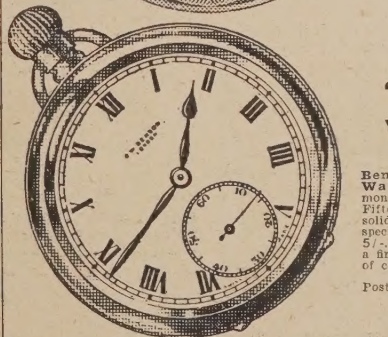
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Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopedia of Gardening," etc.

I REMEMBER mentioning in my February notes of last year that owing to the very mild and moist weather of December, 1934, some of us had resorted to January mowing in 1935. We were spared this in the present year, by the spell of hard weather shortly before Christmas, but at the time of writing, the prevalence of mild and very wet weather, supported by a circular letter from one of the big mowing-machine people on the subject of repairs and sharpening, suggests that we should be wise to move early if we want to have our cutting apparatus ready in time. As with many other matters associated with the garden, there are different views on the necessity of having mowers sharpened annually. Something—a good deal in fact—turns on the nature of the soil; and something, too, on the percentage of clover in the turf. As regards soil, a preponderance of clay may be expected to blunt the blades far more than a preponderance of sand, because of the increased succulence of the grass in the former case. Personally, I have a mower in use which has done good work for three years without being sharpened, and seems ready to go on even longer, but the soil under the turf is sandy loam, not clay or marl. Again, the mower is of a type in which the blades revolve both forward and backward, and that must have its influence where there is plenty of grit in the soil, tending, as it must do, to self-sharpening. Quite an interesting point, is it not, economy of upkeep being implicit in it? With a less gritty soil and coarser grass, I would send the machine to the shop every year, especially if the grass contained clover; and I would send it in good time.

At Christmas, people were commenting on the shortage of Holly berries, and speculating as to the cause. Of course, the birds came into the matter, as usual. I won't go over the old ground as to the mutual reactions of birds, weather, and Holly berries, because I think it likely to be much more helpful if I advise people to grow their own Holly, and at the same time remind them that there are certain varieties which generally crop much better than others. I am the more disposed to do this now for the reason that it allows nice time to get plants ordered for planting in April, which is the best month in the year for the job. As with Aucubas, about which I wrote some months ago, certain Hollies have only male organs in the flowers, and if planted exclusively, would yield no crops; although they might do service as providing pollen, if there were female forms also present. But I think it probable that most growers would be glad to be able to avoid being bothered about the reactions of different sexes in Hollies, and to hear of hermaphrodite (two-sexed) forms. The variety which botanists endow with the impressive name of *Hedera Helix argentea medio-picta*, and which light-hearted tradesmen call Silver Milkmaid, is

such a one. A charming variety with silver-variegated leaves, it rarely fails to give abundance of berries when planted in an open, sunny spot.

In my January notes, I made some remarks on sowing certain useful things for the summer flower-beds. In doing so I was anxious to make sure that no one who had plenty of heat should fail to take full advantage of it; I did not, however, adopt the attitude that people less fortunately placed must necessarily suffer seriously, and I would now add that given a minimum temperature of 45 degrees, with a rise to 55 degrees, or even 60 degrees under favourable external conditions, such things as *Antirrhinums*, *Dahlias*, *Verbenas*, *Nemesias*, *Petunias*, *Asters*, *Stocks*, *Zinnias*, *Carnations*, *Ageratums*, annual *Phloxes*, *Salpiglossis*, *Statice*, *Arsinias*, *Venidiums*, *Marigolds*, *Mimulus*, and *Nicotianas* (Tobaccos), can be sown this month with every prospect of success. There are, too, certain rambling plants worth mentioning, such as *Cobaea scandens*, *Eccelemocarpus scaber* and *Mina lobata*, as they are attractive in summer when planted against sunny walls or on arbours. I also consider it worth while to sow the popular *Golden Glean* set of *Nasturtiums* under glass about this time, as it provides a plentiful supply of plants from small packets of seed. February sowing has one advantage over January, inasmuch as the days are getting longer and consequently there is more light.

Benevolent and Orphan Fund

There have been so many calls recently for assistance from the Benevolent and Orphan Fund by members who have had to receive medical treatment, that the Management Committee is rather concerned to ensure that members will first of all take all reasonable precautions before incurring these heavy expenses, and particularly that members should be absolutely sure that they can afford treatment at nursing-homes and in private wards of hospitals before they go there for treatment.

Members of the Association have at their disposal many means for insuring themselves, and the Hospital and Nursing Home Scheme recently inaugurated by the Nalco Provident Society, was designed for the particular purpose of enabling members of the Association to insure themselves, their wives, and their children, so that in the event of expensive treatment they would be able to protect their domestic economy. It should not be necessary henceforward for any call to be made upon the Benevolent and Orphan Fund for grants towards the cost of this sort of treatment, and we are sure that members will think twice before diverting money from the Benevolent and Orphan Fund, which would otherwise be devoted to the maintenance of the widows and orphans of those who have died in the service.

Summer Schools

This year three summer schools will be held. Reference to the Scottish Summer School, which will again be held at St. Salvador's Hall, St. Andrews University from Saturday, June 20, to Saturday, June 27, will be found on page 410.

Cambridge Summer School

Lectures dealing with comparative systems of public administration will be given at the summer school to be arranged at Gonville and Caius College, Cambridge, from July 18 to 25, 1936. The numbers attending the school at Cambridge will be limited on this occasion.

The lectures at the Cambridge school will deal with some of the more important features of public administration in different types of State, including a comparison with English public administration.

The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

Group I. Lectures 1, 2, and 3.—The Centralised State. French Public Administration.

Group II. Lectures 4, 5, and 6.—The Federal State. Public Administration in the U.S.A.

Group III. Lectures 7, 8, and 9.—The Totalitarian State. Germany and Italy.

Each lecture will be of one hour's duration, and a seminar or discussion class will be held at the conclusion of each group of lectures.

Aberystwyth Summer School

Arrangements are being made for a summer school to be held at the University College of Wales, Aberystwyth, from July 11 to 18, 1936.

The lectures at the Aberystwyth school will deal with the main structure of public administration and its relation to industry, leading up to a discussion of some current problems in local government.

The lectures will be divided into three groups consisting of three lectures in each group, as follows:

Group I. Lectures 1, 2, and 3.—General Structure of Local Government; Central and Local Government.

Group II. Lectures 4, 5, and 6.—Economics of Local Government; Local Government and Industry.

Group III. Lectures 7, 8, and 9.—Current Problems in Local Government: Health; Housing; Poor Law and Traffic.

Each lecture will be of one hour's duration, and a seminar or discussion class will be held at the conclusion of each group of lectures.

"SOVIET COMMUNISM"

There has been a good response to the offer made to the Association by Mr. and Mrs. Sidney Webb intimating that, if members of the Association so wish, they will be willing to print off a special edition of their recent book, "Soviet Communism," for them at 5s. per copy. If those who have not yet applied wish to have a copy provisionally reserved, will they please communicate with the general secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, London, S.W.1. It depends upon you whether or not we take advantage of this extraordinarily generous offer.

Improvements in Organisation

When the Association of Municipal Transport Managers was formed some three or four years ago, provision was made in its rules whereby the subscriptions paid to that Association would include the annual subscription to N.A.L.G.O. and to the Benevolent and Orphan Fund. This very wise move obviated the necessity for a man paying separate subscriptions to two or three associations, and enabled him to make one payment, so as to ensure the continuation of membership of both the professional association and the wider general association; and it also had the further advantage of being very much cheaper than having two separate subscriptions.

The scheme has worked extraordinarily well, and the transport managers, who are, naturally, large-scale organisers, are keen on consolidating and extending the influence of their own professional organisation. As N.A.L.G.O. has a very efficient Benevolent and Orphan Fund, and to avoid setting up a duplication of effort in this direction, they have decided to inaugurate a scheme whereby, on the death of an active member of the association, there shall be paid to his widow or to his legal dependent the sum of £100. There were two methods of carrying out this decision; one by the "whip-round" principle (by which every member of the association would pay an equal sum whenever a member should die), and the other was by a group life assurance scheme.

The Association of Municipal Transport Managers decided to adopt the latter method, and asked N.A.L.G.O. to submit a scheme through its Insurance Department.

This scheme was submitted and adopted, and now the widow of every member of that association will, on the death of the member, receive £100 down, and, apart from the many other advantages of such an insurance, it is felt that the Benevolent and Orphan Fund will probably be relieved of several calls upon its funds owing to the fact that the widows or dependents of members will have a sum of money by them just to tide them over until the deceased member's estate has been put in order.

GROUP LIFE ASSURANCE

Some branches of N.A.L.G.O. have in force machinery whereby in the event of the death of a member, a collection from all his colleagues is made on behalf of the widow or dependents, the amount collected per head varying according to the size of the branch. In this manner a sum of perhaps £25, £50, or £100 may be collected; but if there happen to be a number of deaths coming close upon one another, officers, no matter how generous they are, begin to find such collections irksome. Even in the larger branches, where the collection does not exceed perhaps 1s. per member, it is still very trying if two or three collections come during a month. It is known that in one of the largest branches of the Association collections amounting to 24s. per head were required for this purpose during a period of 21 months.

To obviate the necessity for collections of this kind having to be made,

N.A.L.G.O. has now put into operation a plan of group life assurance schemes for its branches.

It is not suggested that a group life scheme operated by a branch should in any way take the place of individual assurances, but should be considered as a suitable alternative to the local B. and O. and mutual insurance schemes. A scheme of this kind guarantees for a few shillings a year that funeral expenses, etc., will be met immediately, and also that there will be a little money in hand for the widow or dependents of the deceased member.

Further particulars of the scheme will be submitted on inquiries being made to the Life Department, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

COURT MOURNING and SOCIAL EVENTS

NO official ruling has been given on such questions as whether public gatherings should be held during the period of Court mourning, the view being held that decisions should be left to the feelings of those concerned. It would appear that it is not desired to interfere with arrangements for such functions particularly where tradespeople and others would suffer pecuniary loss.

(Continued from page 418.)

Marek Weber's Latest Triumph

On the lighter side, Marek Weber and his orchestra make a characteristically brilliant record of the waltz from "Les Cloches de Corneville" and the popular "Tales from the Orient" waltz. (H.M.V. C28ro.)

George Scott-Wood, who a month or two ago made a special series of records for all who aspire to become players of the piano-accordeon, now plays an arrangement of Ravel's "Bolero." This piece, which has been heard in many forms (including the mouth-organ), comes out extraordinarily well on the piano-accordeon. Scott-Wood says that he found the task of preserving the incessant rhythm, and at the same time keeping the gradual *crescendo* which is a feature of the "Bolero," made it the most difficult piece he has ever tackled. It is coupled with "La Paloma." (H.M.V. BD319.)

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are important.

Schnabel Plays Brahms

Artur Schnabel, world-famous as an inter-
preter of Beethoven, has now made records of
the Brahms superb B flat Major Concerto.
This lovely work which was written in 1880,
is a product of the mature genius of Brahms
and was first played in Vienna with the com-
poser as soloist. (H.M.V. DB2696-2701)

The Record of the Month

In strong contrast, there is what is
claimed to be the first full recording of
Gershwin's "Rhapsody in Blue." This
"Syncopated Piano Concerto" caught the
public fancy and has been a constant best-
seller in the abridged form for some years.
Now it is elevated to the dignity of a full
recording by the Boston Orchestra with J. M.
Sanroma at the piano (H.M.V. C2806-2807).

Other enjoyable instrumental records
include a very beautiful rendering of
Wagner's "Siegfried Idyll," played by the
Vienna Philharmonic Orchestra under Bruno
Walter. Such a combination needs little
comment. One can only visualise the
delight of Wagner's wife as, on Christmas
morning, 1870, she heard this surprise
serenade as she lay in bed with their infant
son, Siegfried. (H.M.V. DB2634-2635.)

(Continued on page 417.)

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GOOD NEWS FOR STOMACH SUFFERERS

There is a letter box in a model factory on the
Great West Road that receives some of the most
genuinely grateful letters that were ever penned.
"Your powder saved me from an operation,"
says one. Another says, "I was really worried
and anxious, but your powder has made me fit
and well again." From another: "But for your
marvellous remedy I should not be here
to-day."

The letters are from men and women of all
ages who used to endure dreadful stomach trouble—
some even had gastric and duodenal ulcers. The
powder they praise so unstintingly is Maclean
Brand Stomach Powder, the greatest reliever of
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Do you suffer from stomach trouble? Get
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